



Placement List for Academic Year 2020-21

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer	Pay package at appointment (In INR per annum)
2020-21	SAGAR SHANKAR PHADATARE	MBA	2021	DIGIT GENERAL COMPANY	4.2
2020-21	CHAUDHARI BHAVNESH LAXMAN	MBA	2021	SELF EMPLOYED/BUSINESS - Rajiv Enterprises LLP	7
2020-21	ASHWINI PRAKASH DINDE	MBA	2021	CITY CORP SERVICES INDIA PVT LTD	6
2020-21	ONKAR SUDHIR KULKARNI	MBA	2021	YASH TECHNOLOGIES	22
2020-21	NUTAN VITTHAL CHAVAN	MBA	2021	KOTAK MAHINDRA BANK	1.9
2020-21	AISHWARY SANJAY KULKARNI	MBA	2021	PARI COMPANY	6
2020-21	DEO RUSHIKESH SHRADDHANAND	MBA	2021	AUTOMOTIVE RESEARCH ASSOCIATION OF INDIA	1
2020-21	SAGAR UMESH SHRIKANT	MBA	2021	BRIDGENEXT	20
2020-21	NIKITA KUNDANLAL MEGHANI	MBA	2021	PRIMUS Techsystems Private Limited	2.5
2020-21	DESAI PRANALI DILIP	MBA	2021	Analyst	2
2020-21	RESHMA HARISHCHANDRA WAGHMARE	MBA	2021	HARMAN Internationa	5.4
2020-21	PREM VIJAY PATASKAR	MBA	2021	Trimoorthy Autodeco Components Pvt Ltd.	4
2020-21	SHUBHAM DATTATRAY KASAR	MBA	2021	Wurth Electronics India	11



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**ZEAL INSTITUTE OF BUSINESS ADMINISTRATION,
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NARHE | PUNE | INDIA



PUN CODE: IMMP013170

DTE CODE: 6152

AISHE CODE: C-41828

2020-21	MAYURI MAHESH GHOSALKAR	MBA	2021	Xoriant	2
2020-21	MAHESH APPASAB AJURE	MBA	2021	NoBroker.com	2.5
2020-21	JAGRUTEE PRADIP KULKARNI	MBA	2021	edwise international	2
2020-21	RUTUJA RAJENDRA BATHE	MBA	2021	Kotak Bank	1.3
2020-21	NITA GULAB SHINDE	MBA	2021	Jade golabal	4.5
2020-21	VEDIKA SHIVAJI NIGHOT	MBA	2021	poonwala snychrome	2.5
2020-21	SAKSHI MANMOHAN SHARMA	MBA	2021	Shivansh Solutions Pvt. Ltd.	1.5
2020-22	LAKSHAMAN DATTARAY GAHUDALE	MBA	2021	FOOD RITE	5.1
2020-21	ADITYA ANIL KULKARNI	MBA	2021	Bajaj Finserv	2
2020-21	SHIWANI NITIN GADE	MBA	2021	Primes & Zooms	2.5
2020-21	KALBHOR KARAN ASHOK	MBA	2021	family Business	50
2020-21	MEERA PANDHARINATH LAVATE	MBA	2021	SOFTWARE ENGINEER	9.8
2020-21	GANESH ANKUSH DIRANGALE	MBA	2021	ARADHYA ENTERPRISES	5.8
2020-21	AMEY RAJENDRA MOHOL	MBA	2021	SBI	2
2020-21	PAYAL SANTOSH TAMBADE	MBA	2021	HDFC	4
2020-21	KUMARI POOJA	MBA	2021	Tcs	10
2020-21	PAWAR MINAL SUNIL	MBA	2021	astute corporate service limited	3
2020-21	DIPAK BHIMRAO KAKDE	MBA	2021	business	5



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2020-21	MRUNAL MANOHAR ASARKAR	MBA	2021	Johnson Controls	2.5
2020-21	RAHUL BALAJI MITKARI	MBA	2021	NEROLAC	2.5
2020-21	ASHWINI SUDHIR KULKARNI	MBA	2021	VST GLOBAL	5.6
2020-21	OMKAR SAMBHAJI DESHMUKH	MBA	2021	Nivara Housing Finance	3.8
2020-21	SAYALI RAJENDRA MARAL	MBA	2021	Cliniqon	3
2020-21	DARBHE PUNAM ANANT	MBA	2021	Axis Bank	4
2020-22	RAHUL DHUMAL	MBA	2021	BIMA GARAGE	3
2020-23	AKASH VITHALRAO KAWADE	MBA	2021	MKCL	2.5
2020-24	APARNA RAMESH JADHAV	MBA	2021	HETRO HEALTHCARE	2.5
2020-25	ANKITA POPAT GANAGE	MBA	2021	SBI(ACCOUNT)	3.5
2020-21	RENUKA RAMESH SHINDE	MBA	2021	Tech Mahindra	15
2020-21	RUTUJA DATTATRAYA DHUMAL	MBA	2021	infosys	3.68
2020-21	VIDYA DHONDIRAM KADU	MBA	2021	State Street HCL Services Pvt Ltd	2.3
2020-22	SAGAR BHARAT NANAWARE	MBA	2021	NANO TECH	2.8
2020-23	PRIYANKA JAGTAP	MBA	2021	SBI(EXECUTIVE)	2.8
2020-24	NAKUL WAGHMARE	MBA	2021	KOGTA FINANCIAL LTD	2.5
2020-25	ANJESH ASHOK KHAWASE	MBA	2021	BDE	3.5



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2020-21	DEVDAAS VITTHAL KHADE	MBA	2021	HDFC Bank	6
2020-21	VISHAL ARJUN PATIL	MBA	2021	sanjay ghodavat university	3.2
2020-21	SONALI VISHNU GHONGADE	MBA	2021	SIILC- SIMACES Learning LLP	4
2020-21	SHRUTI ANIL BHUYAR	MBA	2021	Brintons	5
2020-21	SWAPNIL PUNA PAWAR	MBA	2021	ECLEARK	4.2
2020-21	YOGESH SUBHASH SHEKADE	MBA	2021	j & g electronics pvt ltd	4.5
2020-21	POOJA SHIVAJI MOHITE	MBA	2021	SBI	3.2
2020-21	CHAVHAN AMRUTA VIJAY	MBA	2021	quality keiosk	3.5
2020-21	NIKITA TANAJIRAO PATIL	MBA	2021	Suyog Life Care	3
2020-21	PRATIKSHA ANIL BALWANT	MBA	2021	trans vivo	3
2020-21	SMRUTI SHANKAR GADE	MBA	2021	thita control pvt ltd	3.45
2020-21	RAHUL GORAKH RANDIVE	MBA	2021	wipro	5.8
2020-22	RAKHI BANSODE	MBA	2021	TALL GROUP	2.8
2020-23	SHIVAM SHENDE	MBA	2021	AUTOMETIC DATA PROCESSING PVT	4.5
2020-21	ADSULE CHANDRAKANT JANARDAN	MBA	2021	denave india pvt ltd	3.5
2020-21	NILESH SAHEBRAO BHOSALE	MBA	2021	gandhi plywood	3.6
2020-21	DIPALI SANJAY LONARE	MBA	2021	infosys	2.65
2020-21	KAJAL BALWANT DUPARGUDE	MBA	2021	business	10



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2020-21	KOMAL SOMNATH MACHALE	MBA	2021	REA	5
2020-21	RASIKA VINAYAK TAMHANE	MBA	2021	Life Insurance Corporation of India - LIC	2
2020-21	PRATIKA ASHOK RAUT	MBA	2021	kohinoor	7
2020-22	SHUSHANT BHIMARAO KULKARNI	MBA	2021	WIPRO LTD	2.5
2020-21	GARGI KRUSHNAJI TAMHANKAR	MBA	2021	REA	4
2020-21	PRIYANKA KHANDU BHUMKAR	MBA	2021	Life Insurance Corporation of India - LIC	4
2020-21	GANESH SURESH KALWANE	MBA	2021	mindtree	19k
2020-21	JATIN DEVDAS MATE	MBA	2021	Scholartude Webeducation Pvt Ltd	2
2020-21	BASHAWESHWAR VITTHAL TAMLURE	MBA	2021	coforce business sol privatr ltd	4.5
2020-21	JAYANT DEVDAS MATE	MBA	2021	jana small finance bank	3.5
2020-21	VISHAKHA PRADIP NAIKAWADI	MBA	2021	Kotak Mahindra Bank	3.2
2020-21	ABHIJIT SUDHAKAR KHORGAD	MBA	2021	protective accting	4.5
2020-21	KADAM ADITYA PRATAP	MBA	2021	trimurti auto deco company	6
2020-21	VIKRAM CHANDRAKANT URADE	MBA	2021	fosroc chemical india pvt ltd	2
2020-21	ABHIJIT ARUN WAGHMODE	MBA	2021	business	15
2020-22	PRASHANT SHANKAR WHAGHMARE	MBA	2021	PRASHANT ARTS	3



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2020-21	SNEHLATA SADANAND GHONGADE	MCA	2021	PHN Technology Pvt Ltd	2
2020-21	PRATIK RAJU SHILIMKAR	MCA	2021	intilezign software service	3
2020-21	HEMALATA TATYASO SURVE	MCA	2021	Shree Multiservices	2.6
2020-21	MARUTI KADAM DHANAJI	MCA	2021	econix tech.	2
2020-21	PIYUSHA UMESH KULKARNI	MCA	2021	TCS	2.5
2020-21	ABHISHEK SATISH KALE	MCA	2021	Zeal Education Society	1
2020-21	TEJAS DATTATRAY ERANDE	MCA	2021	Webonerds IT Solutions	2
2020-21	SHRIKRISHAN DATTATRAY LENDAVE	MCA	2021	TCS	7
2020-21	PRATIKSHA RAJENDRA JORI	MCA	2021	Infosys	2.22
2020-21	SAMAPDA VIJAY MAHADIK	MCA	2021	fibe	3
2020-21	INDRANI SACHIN CHIVATE	MCA	2021	VINYS IT SEVICES	1.5
2020-21	VINAYAK ANANDA ROKADE	MCA	2021	Majorel	1.64
2020-21	SHUBHAM SUMTILAL KOTHARI	MCA	2021	SANAVI TRADING COMPANY	50
2020-21	AJAY PANDURANG PAWAR	MCA	2021	Soft Zeal Technologies Pvt Ltd	2.5
2020-21	DARSHAN NARENDRA SOLANKHI	MCA	2021	INFOBINS	2.5
2020-21	CHAITANYA BALKRUSHNA SAWANT	MCA	2021	Mphasis	2.6



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2020-21	SHIVAM VIKAS PARAMANE	MCA	2021	INTEILIZIGN	7
2020-21	PALLAVI SONAR	MCA	2021	C3IT Software Solutions Pvt Ltd	2.45
2020-21	SOMNATH NILKANTHAPPA SULFULE	MCA	2021	TCF	5.5
2020-21	AMIT ANIL MALI	MCA	2021	Kutumbh HR Care	2.5
2020-21	TUSHAR PASALKAR	MCA	2021	Image Solution	3
2020-21	RAHUL MACHHINDRA DHAWALE	MCA	2021	Tech Mahindra Ltd	3.7
2020-21	JIVAN LAXMAN KALEL	MCA	2021	Beltronic Consultancy Pvt Ltd	1.84
2020-21	VINEET SURESH BHAVSAR	MCA	2021	SAAA Consultant Pvt Ltd	3
2020-21	ANIKET PANDHARINATH CHINDE	MCA	2021	Intelnet Global Services Pvt Ltd	2
2020-21	SUMIT RAJESH BHAWANKAR	MCA	2021	WTC	8.5
2020-21	KISHOR GANPAT ADHARI	MCA	2021	TATA Consultancy Services	2.5
2020-21	SHUBHAM ANANT SALE	MCA	2021	VARAHI TECHNOLOGY (EXPERIEND)	3
2020-21	MEGHNATH ANNASO KHADE	MCA	2021	FINO PYAMENT BANK	3

Total Student Placed for MBA & MCA - 111


Director

MBA 20-21
14)MBA II 20-21
(54)

Pandurang Patil <pandurang.patil@zealeducation.com>

Offer Mail_AISPL

3 messages

AISPL HR <hr@abhinavitsolutions.com>

Sat, Feb 15, 2020 at 6:56 PM

To: kajuraut97 <kajuraut97@gmail.com>

Cc: Pandurang Patil <pandurang.patil@zealeducation.com>

Dear **Ms. Pratiksha Ashok Raut,****Congratulations!**

We have great pleasure in welcoming you in **Abhinav IT Solutions Pvt. Ltd.** We cherish your desire of having successful career in Information Technology industry. We do emphasise the scope of learning in this industry and appreciate you for choosing **Abhinav IT Solutions Pvt. Ltd.** to start off towards the journey of bright future. We welcome to you into the organisation as **Academic Consultant/Sales Executive (AC)**. During this period, you will be offered **CTC : 2.5 LPA (Including variables)**. As part of your compensation, we are also offering Direct bonus and Notable achievements every month and quarter.

You are expected to join on: **19th February 2020**

- Your offer has been based on the information furnished by you at the time of the interview. However, if there is any discrepancy in the documents given by you as a proof of above, we have the option to review our offer.

- Your working hours will be Dynamic Depending upon the appointments and you are scheduled to work through 6 Days a week with Dynamic Day off.

You will report directly to Mr. **Abhinav Bhutada**, Director and CEO, Abhinav IT Solutions Pvt Ltd, Pune. Your immediate superior will communicate details of your and responsibilities to you.

Please arrange following documents

- Aadhar Card (Photo Copy)
- Pen Card (Xerox Copy)
- Marksheet of 10th, 12th, Graduation and post graduation if any. (Xerox Copy)

MBA
 (3)
 20-2-1

Mr. Rahul Dhumal,

Date - 17th August 2019
 Sr. No. 79, Vikas Nagar,
 Ghorpadi Gaon,
 Pune,
 Maharashtra - 411001.

Ms. Rahul.

Congratulations!

Further to our discussions, we are pleased to offer you the position of Sr. Associate (Band: (2), in Billing & Credit Control Department, Sahyadri Super Speciality Hospital, Hadapsar, Pune. Your date of joining is 01st September 2019.

The following are terms and conditions:

1. You are entitled for a monthly compensation of Rs. 25800/- (Rupees Twenty Five Thousand Eight Hundred Only)
2. You will be on Probation Period for 3 months.
3. A detailed break up of your compensation is provided to you in "Annexure A".
4. Additional benefits are applicable to you as per "Annexure B"

This offer is contingent upon the successful completion of Pre-employment medical checkup, background check and required documentation. Find attached the list of documents and all the forms which you need to get filled on your medical checkup.


You are required to join the organization on or before 01st September 2019 failing which this offer stands cancelled.

Acknowledge and send a duplicate copy of this letter as a token of your acceptance to our offer. We warmly welcome you to Sahyadri Hospitals Limited and wish you a successful tenure with us.

For & on behalf of

Sahyadri Super Speciality Hospital, Hadapsar

Received and Accepted

Signature: 

Shallesh Patil

Assistant Manager-Human Resources

Date: _____

Sahyadri Super Speciality Hospital Hadapsar

Sr. No. 163, Bhosale Nagar, Hadapsar, Pune-411028

Tel. : + 91 20 6721 3400, 6721 0500 | www.sahyadrihospital.com | Feedback: hadapsar@sahyadrihospitals.com

MBA I - 2019-20

auma®
Solutions for a world in motion

MBA (2)
2020-21

Ref: AIL/HQ/HR/1286/2019-20
Date: 09/04/2019

Mr. Shubham Dattatray Kasar,
C3/C5, Kamgar Colony,
Tal-Niphad, Dist. Nashik - 422301

Dear Mr. Shubham,

Subject: Offer of Appointment

This has reference to your application dated 24/06/2019, and the subsequent interview you had with us, we are pleased to offer you the post of **Engineer Trainee** in our **Marketing Department (Pune Location)**. The training arrangement shall be for a period of 24 months, subjected to periodic performance assessments. This appointment offer is subject to verification of all the information provided by you in your application form.

You are requested to join on or before 01/08/2019 at our Bangalore office which is as follows:-

Auma India Private Limited
Regd. Office: Plot No. 38-A & 39-B, Phase II
Peenya Industrial Area,
Bangalore - 560058.

It may be noted that, if you do not report on or before the date specified above at our office, this offer of appointment stands automatically withdrawn with effect from the said date.

For Auma India Private Limited,

Sd/-
Vinay M S
Head - Human Resources

Name: Mr. Shubham Dattatray Kasar
Designation: Engineer Trainee – Marketing Department (Pune)
Subject: Compensation Package

Your compensation package has been mentioned below:

Particulars	Monthly(In Rs)	Annual(In Rs)
Basic & DA	15,000/-	1,80,000/-
HRA	6,000/-	72,000/-
LTA	1,250/-	15,000/-
Special Allowance	2,750/-	33,000/-
Gross Salary	25,000/-	3,00,000/-
Bonus(Annual)	3,000/-	36,000/-
PF	1,800/-	21,600/-
Gratuity	720/-	8,640/-
Total (CTC)	30,520/-	3,66,240/-

Other Benefits:

- You shall be entitled for 2 days leave per month.
- Medical Insurance applicable for "self" only till the completion of training period.
- **1st Year One Time Retention Reward of Rs. 35,000/- will be paid on completion of 12 months of service and is applicable only once.
- **2nd Year One Time Retention Reward of Rs. 40,000/- will be paid on completion of 24 months of service and is applicable only once.

****One time Retention bonus shall be paid as mentioned above on satisfactory assessments and completion of the above mentioned training periods.**

Please carry relevant documents with copies of education testimonials, work experience certificates on the date of joining.

The list of documents to be submitted while joining is as following:

- SSLC MARKS CARD
- PUC MARKS CARD
- DEGREE CERTIFICATES
- EXPERIENCE LETTERS
- 4 PHOTOGRAPHS
- ID PROOF
- ADDRESS PROOF
- BANK ACCOUNT DETAILS

Please do carry the originals as well as the photocopies of the above.

You are hereby advised to treat the aforesaid offer and emoluments as "strictly confidential".

For Auma India Private Limited,

Sd/-

Vinay M S

Head – Human Resources



MEA
(17)
20-21



Confirmation Letter

Confidential

01/22/2020

Onkar Sudhir Kulkarni
Employee ID : 1010016
Sr. Software Engineer

Dear Onkar,

Congratulations!!

Consequent to the review of your performance during Training cum probation/probation period we are pleased to inform, that your services are confirmed with effect from 01/22/2020.

We look forward to your valuable contribution and would like to extend our best wishes to you for a long and rewarding career with us. We are confident that your continued contribution and cooperation will help us progress on our exciting journey to excellence.

You will be governed by the service rules and regulations of the company that are already in force and as may be issued from time to time.

Other terms & conditions as embodied in the offer and appointment letter will remain unchanged.

Wishing you the very best.

For: YASH Technologies Pvt. Ltd.

Payal Jain
Authorized Signatory
Human Resources

P.S: Date format to be read as MM/DD/YYYY. Print only, if required.

□

MBA - 19-20
(1)

MBA
(15)
20-21

28 February, 2019

Mr. Shivam Shende,
Arusha Homes, Gaurav Plaza,
Tulja Bhawani Nagar, Kharadi,
Pune-411014.

Dear Shivam,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to extend an offer for you to be a part of our organization. Please find the offer details below:

- Position:** Sr. Process Associate
- Grade:** G1 L2
- Start date:** On or Before 25 March, 2019
- Compensation:** Gross Compensation of Rs.3,90,003/- (Rupees Three Lakhs Ninety Thousand and Three Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)
- Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
- Place of work:** Your initial place of work will be at Pune. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Vice President & Head HR)

Details of Compensation

Name : Shivam Shende
 Position : Sr. Process Associate
 Grade : G1 L2

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	8,370	1,00,440
• House Rent Allowance (40% of Basic Salary)	3,348	40,176
• Flexible Benefits**	3,311	39,732
• Special Allowance	8,996	1,07,952
B. Bonus (20% of Basic Salary Paid Monthly)	1,674	20,088
C. Standard Benefits		
• Provident Fund***	1,800	21,600
• Gratuity	403	4,836
Gross Compensation (A+B+C)	27,902	3,34,824

Variable Performance Incentive (VPI) (will range from 0% to 175% based on performance)	0%	100%	175%
EOC Allowance		75,000	1,31,250
Total CTC (Gross + VPI + EOC Allowance)**		3,90,000	

* Indian Rupees

** Flexible Benefits include Leave Travel Allowance and Children Education Allowance

*** PF will be deducted as per the statutory norms

† These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

** Total CTC is computed at 100% VPI
 Tax will be applicable as per Tax Slab & Tax regulations

Terms and Conditions

1. Working Hours

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. Confidentiality

You will be required to execute a confidentiality agreement at the time of joining, regarding your employment and the business matters of the organization.

3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Documents

Our offer is subject to the completion of separation formalities at your previous employer. At the time of joining the organization, you are required to produce a copy of the relieving letter (if you have previous work experience) from your last employer.

5. Permanent Account Number (PAN)

Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

7. Statutory Compliance

Income Tax and Profession Tax or any other payments will be deducted from your salary, as applicable as per statutory laws.

8. Flexible Benefits

The Flexible Benefit is a key component in your Gross Yearly Compensation. It allows you the flexibility to claim tax exemption benefit, as per Income Tax norms / rules in practice for the given financial year.

9. Health Insurance

You and your dependents will be covered as per the existing Medclaim Insurance Policy provided by the organization.

10. Personal Accident Insurance

You will be covered as per the existing Group Personal Accident Insurance Plan provided by the organization.

11. Leave

You are eligible for Privilege Leaves and Casual Leaves as per the organization policy. You are also entitled to avail the Public Holidays as per the organization policy. Leave should be taken, as mutually agreed between you and the Reporting Manager.

For those members who joined the organization after January 1st, Leave entitlement for the period between your Start date and 31st of December will be allocated on a pro-rata basis.

12. Variable Performance Incentive

You will be eligible for variable performance incentive based on your performance, performance of your business unit & ADP. Which will be paid as a one-time amount every year as per the organization's variable performance incentive program cycle. In case the period of employment is less than one year at the time of bonus cycle, the bonus will be computed on a pro-rata basis.

13. Maternity Benefit

Women associates would be eligible to avail maternity related benefits per prevailing statute and relevant organizational guidelines applicable from time to time.

14. Drug Test

You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading up to termination.

15. Background Checks / Advanced Background Checks

Background checks (Address, Criminal, Education, Employment, Reference checks or any other check as required by the organization from time to time) are conducted for all associates. Additionally, Advanced Background Checks (Criminal, Education & Employment from the time the associate turned 18 till present along with Address details where the associate has resided in the past 10 years) may be conducted for associates depending on the organization policy / business need. If the information provided by you is misrepresented, the organization would take appropriate action leading up to termination of employment.



MBA
15)
20-21

APPOINTMENT LETTER

17th July 2019

SUSHANT BHIMARAO KULKARNI

Resume Id # 2210405

Dear SUSHANT BHIMARAO

It is with reference to discussion you had with us recently. We are pleased to offer you the position of an **Site OFFICER** on the following terms:

1. Place of Employment and Timing

- 1.1 Your initial place of work will be at Pune however your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- 1.2 You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits

- 2.1 Compensation: As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 118000 One Lakh Eighteen Thousand Rupees**. Other allowances / reimbursements as due to you are detailed in Annexure II.
- 2.2 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance while on Company business.
- 2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses: The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves: You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term: Employment period shall commence on 17th July 2019 and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof.

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15-01-2020

Padir Vijay Machhindra
PuneSubject: **LETTER OF OFFER**

Dear Padir,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **20-01-2020**.

The annual compensation calculated on Cost to Company will be **INR 290500/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs. 19000 /-p.m.	114000
2	Revised Salary - After Six Months*	Rs. 22500 /-p.m.	135000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	19000	19000
4	End of 12 Months - One month Salary	22500	22500
	Total CTC per annum		290500

***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Pune**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Madhulika Singh

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Padir Vijay Machhindra	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	20-01-2020	
CTC	290500/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	7980	9450
House Rent Allowance (HRA)	3990	4725
Attire Allowance	2015	2386
Field Allowance	1649	1953
Salary (C1)	15634	18514
Statutory Components		
Employer PF Contribution	958	1134
Employer ESIC Contribution	508	602
Benifits(c2)	1466	1736
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Reimbursements(c3)	0	0
Statutory Bonus	1900	2250
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	19000	22500
Deductions		
Employee PF Contribution	958	1134
Employee ESIC Contribution	118	139
Total Deductions (b)	1076	1273
Net Take Home {a - b - C2}	16458	19491
Total CTC	19000	22500

* Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited

Madhulika

Madhulika Singh

Regional Head - Human Resources

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(S)

MBA1-2019-20
Infosys

HRD/InfosysBPM/13062411

08-March-19

Mr. Rahul Gorakh Randive

Danuje prygadewadi, Sinhgaol Road,
Radha Krishna Mandir, Pune

STRICTLY PRIVATE & CONFIDENTIAL

Dear Rahul Gorakh Randive,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer and to you being medically fit.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	:	Process Executive
b) Role designation	:	Junior Accountant
c) Job Level	:	2B
d) Date of Joining	:	11-March-19
e) Location of Posting	:	Pune SEZ
f) Gross Salary per month	:	Rs. 132146

Please refer to the Appendices to this letter for details of your CTC and other allowances.

We are pleased to inform you that you will be additionally covered under "Infosys Performance & Loyalty 2.08 Plan", upon completion of a minimum of 18 months with Infosys BPM Limited. This is subject to your successful completion of requisite certifications and meeting performance criteria as laid down by the organization. Your compensation will also be revised on achievement of this milestone to INR 208,000 per annum in the subsequent quarter, subject to fulfilling the conditions as laid out in the policy.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

● **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

● **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

Sign your name

Company Confidential

Page 1 of 12

Infosys

2. Joining Bonus

MEP
(2)**Private and Confidential****OFFER LETTER**DATE: 17th JAN 2020

To,

Sayali Maral

This has reference to your interview and discussion for position of Web Developer with **Alcea Technologies Pvt Ltd.** We are all looking forward with you and hope you will soon feel part of the team.

1) Your internship is for a period of **6 months** from the date of your appointment, where after, if your services are found satisfactory, you will be confirmed by means of a written intimation. The management reserves the right to reduce, dispense with or extend your internship period at its absolute discretion.

2) During the internship period or the extended period of internship, an Employee will be liable to be discharged from the company's services at any time with 60 days prior notice and without assigning any reason. An Employee also bound to provide the company with 60 days' Notice during which period he / she may have to actually work. The company does not encourage adjusting notice period against either leave or forfeiture of salary.

3) The company will have the right to terminate your employment/offer without notice if as follows:-

You commit any breach of your duties and responsibilities under this contract of service.

You are guilty of any gross default or misconduct, which contravenes the expressed or implied conditions of your employment; and you commit breach of any of the terms.

You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time.

I, _____, accept the terms and conditions of this Offer.

Signed: _____

Dated: _____

For,

Alcea Technologies Pvt Ltd
HR-Manager
Myra Fernandez
hr@alceatechnologies.com
+91 8551986629



Ref.: PARI/Offer/2019-20/0195
Date: Friday, 3 January, 2020

To,
Mr. Aishwary Kulkarni,
Flat no.21, V5, Gajraj Society,
Right Bhusari colony,
Kothrud, Pune: 411038

Subject: OFFER FOR EMPLOYMENT

Dear Aishwary,

With reference to your application dated "Wednesday, 2 January, 2020", and subsequent interview/discussions that you have had with us, we are pleased to offer you full time employment in our Company as "Member - Human Capital" in Resource Group "Human Capital & Employee Relations", on the following terms and conditions. You will be functionally & administratively reporting to Head or such other persons as shall be directed by the Company.

1. This offer letter is valid for one week from the date of offer. Unless informed to you in writing by the Company, the offer would be invalid after a week's time.
2. You shall join the Company as a full time employee on or before "Monday, 6 January, 2020".
3. Your Gross salary per annum (as per the provisions of law including its applicability) at the time of joining will be ₹ 2,75,004/- (Rupees Two Lakh Seventy Five Thousand Four Only) per annum as per details mentioned in ANNEXURE - I.
4. You are required to sign Two Years undertaking (Service Bond) at the time of joining.
5. You shall be on probation for a period of Six months.
6. Upon completion of probation period, subject to your satisfactory performance, you shall be made a permanent employee of the Company. The Company reserves the right to extend your probation period at its sole discretion.
7. During probation period, either party shall have the right to terminate employment, subject to one month's notice in writing to the other party, or payment of amount equivalent to one month's salary in lieu thereof.
8. During probation period, if your work or conduct is not found suitable and satisfactory, the Company shall have the right to terminate your employment without giving any notice or pay in lieu thereof at its sole discretion.
9. Please note that the above offer of employment is subject to your getting declared medically fit by the registered medical practitioner. You are requested to get yourself medically examined by a Registered Medical Practitioner.
10. You shall abide by all the rules, regulations, policies and the Code of Conduct of the Company.
11. Any Expenses incurred by the Company for your hiring such as reimbursement of shortfall of notice period etc. would be recovered from you if you voluntarily resign the services of the Company within one year from the date of appointment.

Aishwary Kulkarni

Page 1 of 4

PRECISION AUTOMATION AND ROBOTICS INDIA LIMITED

Registered and Corporate Office:

Gat No. 463A, 463B, 464, Village Dhargarwadi, Tal. Khendala, Dist. SATARA - 412801, Maharashtra, India

Tel.: (02169)246300 / 700 Email: sales@parirobotics.com, www.parirobotics.com

CIN U72200PN1990PLC057687

12. Your principle place of work shall be at Dhangarwadi, Dist.: - Satara. However, your services shall be transferable to anywhere, in India or abroad, depending upon needs of the Company.
13. This offer is made on the basis of information, testimonials and documents that you have submitted, and other information that you have communicated verbally. At the time of joining, you shall be required to submit such testimonials and documents as may be required by the Company. The Company shall, within its right, verify the correctness of such testimonials, documents and information at any time in future. If it is found, at any time, that the information provided by you is incorrect, or that some information is suppressed, the Company shall have the right to terminate your employment without any notice and compensation thereof. Further, you have represented and assured that your appointment and employment with the Company does not contradict your obligations and responsibilities, including but not limited to, non-compete, non-disclosure and non-solicitation covenants accepted by you before joining the Company.
14. It will be your duty to obtain a valid passport within 4 months. In case if you are unable to obtain passport within 4 months of joining, Company will initiate its own process for obtaining the passport. You are expected to solicit full cooperation for this process in terms of submitting documents, presenting at the passport office when called for, etc. The expenses for obtaining the passport will be recovered from your salary in such a case. You are also advised to take corrective steps for getting passport extended in case it is nearing the expiry date.

Your detailed appointment letter incorporating the other terms and conditions of service shall be issued to you at the time of your joining the Company.


Note: On the day of joining, please report to HR Department at 9:00 am and you need to produce the Originals and handover photocopies (all mandatory) of the following documents -

All Certificates Relating To Your Academic Qualifications	6 Passport Size Photographs
Relieving Letter - Current Employer	PAN Card - 2 Copies
Experience Certificates - Last Two Employers	Aadhar Card - 2 Copies
Salary Certificate / Last 3 Months Pay Slip	Address Proof - (Present)
School Leaving Certificate Or Transfer Certificate	Photo ID Proof
Proof Of Date Of Birth	Passport

This letter is issued in duplicate. Please sign and return one copy of the same as token of your acceptance of this offer.

We look forward to you joining the Company.

Sincerely,
For Precision Automation and Robotics India Ltd.,


Dr. Uday Bhosale
Head - Human Capital & Employee Relations

Received & Accepted
Aishwary Kulkarni

ANNEXURE - I



Date: 03-Jan-20

Statement of Gross Salary			
Name	Aishwary Kulkarni		
Team	Human Capital and Employee Relations		
Function	Human Resource		
Designation	Member		
Expected DOJ	06-Jan-20		
Sr. No	Monthly Components	Monthly (INR)	Yearly (INR)
A	Basic	9,800	1,17,600
	Subtotal - Salary	9,800	1,17,600
B	Allowances		
1	House Rent Allowance	3,920	47,040
2	Leave Travel Allowance	500	6,000
3	Education Allowance	200	2,400
4	Food Allowance	880	10,560
5	Personal Pay	5,817	69,804
	Subtotal - Allowances	11,317	1,35,804
B	Total Monthly Salary + Allowances (A+B)	21,117	2,53,404
C	Company contribution to Provident Fund - See Note - A - Other Benefits -1- Statutory Retirement Benefits	1,800	21,600
H	Total PF+ESIC (C+D)	1,800	21,600
I	Total Gross Salary (B+H)	22,917	2,75,004

Note: -**A - Other Benefits****1. Statutory Retirement Benefits**

a. Company shall contribute required contribution to the PF as per rules prevailing from time to time based on your salary. Deduction from the moneys payable to you shall also be done in accordance with the PF laws applicable from time to time. If you decide to contribute to PF additional amount from your own sources, it shall be considered as voluntary payment from the employee, and the company shall not make any matching contribution for such voluntary contribution by the employee, unless prescribed by the law from time to time.

b. You shall be eligible for gratuity, on cessation of your employment with the Company, as per the Payment of Gratuity Act, 1972 ("Gratuity Act"), subject to applicable criteria contained thereunder. Your maximum gratuity entitlement shall be as per the limit prescribed under the Gratuity Act from time to time. The present maximum limit of gratuity as per the Gratuity Act is Rs. 20 Lacs

2. Employee State Insurance

In case an employee is mandated by law to be covered under ESI act, the company shall comply with such provision. In such case, the said employee shall not be provided the facility of Group Medicaclaim Insurance.

3. Transport

Company may provide you such transport facility as per the transportation policy of the company from time to time.

4. Insurance

- a. Company may cover you under suitable Group Mediciam Insurance plan as per the company policy prevailing from time to time.
- b. Company may cover you under suitable Group Term Life Insurance plan as per the company policy prevailing from time to time. Monthly equated premium amount shall be fully borne by you and it shall be deducted from your monthly gross salary.
- c. Company may cover you under the Group Personal Accident Insurance Policy as per the company policy prevailing from time to time.
- d. Company may cover you under Employee Compensation Policy as specified under the Employee Compensation Act, 2015
- e. Note that none of the above facility is entitlement of the employee, and above facilities are provided pro-bono in good faith solely to increase the satisfaction of the employee, and to ensure minimum disruption in the Company's business due to any unforeseen event.

5. SIM Card

Company may provide you SIM Card for making official calls and you shall be governed by the monetary limit applicable to your grade from time to time. The personal usage expenses in relation to long distance calling shall be recovered from you together with GST.

Note that the above facility is not an entitlement of the employee and is provided pro-bono in good faith solely to increase effectiveness of employees for Company's business.

6. Income Tax

Company shall compute Income tax applicable to you as per the Income Tax Act, 1961 and deduct the same from your salary. It shall be employee's responsibility to declare the investments and other deductibles on the Employee Self Service portal. Note that the Company shall not be liable for losses to it due to misdeclaration, as such if such losses occur, the Company reserves the right to recover such losses from the employee

Any past or future representation of the cost to company of an employee must not consider being employee's salary. It is just an enumerative representation of approximate cost that the company may incur in respect of employee's employment with the company and is solely illustrative in nature. The salary of the employee shall be ascertained for purposes of statutory compliances as per laws prevailing from time to time.

B - Variable Performance Incentive

VPI mentioned above is the maximum amount payable. However, the same is variable in nature. VPI so calculated shall be paid annually. Payment of VPI shall be governed by the VPI policy formulated and adopted by the company from time to time. VPI shall be payable to only those employees who have worked for any part of the year for which VPI is being paid and provided the employee is in service of the company at the time of its actual disbursement and has not resigned from his job at the time of disbursement of the VPI.

C - Amendments in law

The above compensation package is provided on gross salary basis if at any time there is modification/amendment(s) in law that may warrants additional burden on company included but not limited on account of PF, Gratuity or any taxation or any other component, management reserved its right to change the compensation structure without any notice as to maintain gross salary and comply with the amended/modified laws. The employee will agree and accept such modification(s) without any obligation to the company.

For Precision Automation and Robotics India Ltd.,


Dr. Uday Bhosale
Head - Human Capital & Employee Relation

I Accept
Aishwary Kulkarni



07/02/2019

To,
Ms. Vidya Dhondiram Kadu,
 385/97,
 Behind Dr Bhabha Hospital,
 Old Wadanvadi,
 Model Colony,
 Pune, Maharashtra -411016

Sub: Appointment Letter

Dear Ms. Vidya,

With reference to application and personal interview, we are pleased to appoint you as 'Trainer - Tally & Placement Co-ordinator' in our organization w.e.f. 07th February 2019 on the following terms and conditions:

1. Your services will be confirmed from the date of your joining.
2. Your CTC per month will be Rs. 12,755/-
3. Your present place of work will be at **Shree Santamai Skill Development Center, Pune, Maharashtra**. However, your services are transferable at short notice to any department or to any liaison office, branches, works etc., belonging to the organization. In the event of your transfer, the terms and conditions of employment outlined shall continue to apply. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting.
4. Although your normal work shall consist of the duties assigned to you in the capacity as shown above, you may anytime be called upon to discharge any other duties which are within your capacity to discharge and you shall forthwith undertake to discharge those duties with diligence and care.
5. During your employment you shall be subject to service regulations applicable from time to time to the establishment where you are required to work. Your other service conditions will be same as for the employees of your category in the organization. If you remain absent continuously for more than eight days without written permission, your services will stand terminated automatically without notice.

M/

YASHASWI ACADEMY FOR SKILLS

CORPORATE OFFICE: YASHASWI HOUSE, LANE NO. 15, PRAHARJI ROAD, PUNE - 411 004, MAHARASHTRA, INDIA
 E: +91 20 2749 2727 | E: INFORMATION@YASHASWI.ACADEMY | W: WWW.YASHASWI.ACADEMY
 CIN: U85303PN2014NPL151100

6. During the continuance of your employment and thereafter, you shall keep all secrets and shall not divulge to any person, firm or company whatsoever other than directors of the company or their authorized representatives all such secrets or confidential information of any description acquired by you while in our service concerning business practices or affairs of the organization or any of its associates or branches, their customers and suppliers.
7. You shall not during the continuance of your employment undertake or carry on either alone or in partnership not be directly or indirectly employed or concerned with as principal agent, clerk, assistant servant, or otherwise in any other business, trade or profession whatsoever. You shall devote your whole time and attention to your duties with us.
8. During the period of services you shall not directly or indirectly do such things which are subversive to the interest of the Society / University / Institute / College / Students.
9. You will not (except in the normal course of the organization's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the any matter with which the organization may be concerned, unless you have previously applied to and obtained the written permission from the concerned authority.
10. The organization reserves its rights to terminate your services by giving two month's notice or two month's Basic salary in lieu of notice. However, no notice or salary in lieu of notice will be given in case your services are terminated on the basis of any misconduct.
11. If you desire to discontinue your employment with the organization, it will be necessary for you to give two month's notice or two month's salary in lieu of notice, for your intention to do so.
12. Upon termination of your employment, you shall return to the organization, all documents and other articles and or any copies thereof belonging to the organization, which may at the time be in your possession. Also, you will not be eligible for any performance pay or incentives.

13. Any change in the address of the Employee shall be intimated to the HR department within a period of seven days from such change. If no such change has been intimated or received, the address on the records of organization shall be the addresses of the Employee for all purpose.

If you agree to the above terms and conditions, please return the duplicate copy of this letter duly signed by you, confirming your acceptance.

We take the opportunity to welcome you to our organization and hope that your association with us will prove to be of mutual benefit.

Thanking You,

For Yashaswi Academy For Skills



Mukta Huprikar
Head-Human Resources

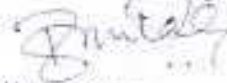
Name: Vidya Dhondiram Kadu
 Designation: Trainer-Tally & Placement co-ordinator
 Gross Salary per month: 11130
 (Rs)
 CTC Per Month (Rs.) 12,755
 Applicable w.o.L: 07.02.2019
 Present Place of Work: Shri Santmaji Skill Development
 Center,Pune,Maharashtra

SR NO	SALARY HEADS	AMOUNTS
A	BASIC	3,061
B	DA	3,061
	BASIC+DA	6,122
C	HRA	2,449
D	CONVEYANCE ALLOWANCE	2,559
E	GROSS SALARY	11,130
	DEDUCTIONS	
	PF 12%	735
	ESIC 1.75%	195
	PT	200
	TOTAL DEDUCTION	1,130
	NET SALARY	10,000
	PF @ 13% ON BASIC	796
	ESIC @ 4.75% ON GROSS SALARY	529
	GRATUITY* @ 4.81% ON BASIC	294
	MLWF	6
	CTC PER MONTH	12,755

Notes:-

1. Gratuity will be paid as and when applicable as per Gratuity Act after leaving the service
 *(If employee completes continuous service for 5 years in the same organization)
2. MLWF will get deducted from Gross salary in the month of June and December as per MLWF Act
3. PT will be Rs. 300 in the month of Feb in each year as per current PT rule
4. All statutory deductions are flexible as per the current laws and rules from respective Govt. from time to time

For Yashasvi Academy for Skills



Mukta Hapchikar
 Head-Human Resources



Batch 2019-21
MBA (IT) - 2019-20
Kotak Mahindra Bank

1-Nov-2019

RUTUJA RAJENDRA BATHE
Maharashtra

CONTRACT FOR SPECIAL SERVICES

This contract for services to be rendered has been drawn up between Kotak Mahindra Bank limited & **RUTUJA RAJENDRA BATHE** and sets out the terms and conditions under which Kotak Mahindra Bank Ltd. has offered **RUTUJA RAJENDRA BATHE** has agreed to accept and render services at the Bank's office or at such other location as **Kotak Mahindra Bank Ltd** may inform. In the course of performance of your contract you may be required to oversee the performance of other or others.

1. This contract shall commence from **01-Nov-2019**, and shall be for a fixed period of **2 Years** commencing from this date. This Contract will terminate on **31-Oct-2021**, unless otherwise renewed or before this is determined earlier according to the provisions of this Contract. Not with standing anything to the contract contained herein above, it is expressly agreed and understood that the contract period is purely temporary for a period of 2 Years and on the expiry of the aforesaid period this arrangement shall automatically come to an end without any further notice to you.

2. The details of your remuneration are enumerated in Annexure A, enclosed. You will not be entitled to claim any other privileges/benefits including but not limited to bonus which may be paid to the employees of Kotak Mahindra Bank Ltd. except the annual remuneration payable during the tenure of the Contract.

3. You shall perform/participate in such activities as may be assigned to you by your employer from time to time. The reporting time, lunch/tea break, etc. will be informed to you at the office premises by the employer and the same shall be subject to exigencies of work.

4. You shall always throughout the tenure of the contract act in the best interests of the Company and you shall not do or cause to do any act or engage in activities which would prejudice and/or result in conflict with the interests of the company.

5. You may be required to work on staggered timings/shifts, the timings for which may be altered from time to time as per the discretion of the Company. During the tenure of your contract you are entitled to leave as per the company policy and such leave to you against your notice will not be reasonably withheld. This shall be in addition to the leave on all Sundays and all holidays as applicable to our company.

6. This contract is subjected to your providing all documents required by the company. You hereby, represent that on your entering into this contract there are no obligations/actions pending against you which may prejudice your performance of this contract. It is expressly agreed and understood that your contract is liable to be revoked/terminated if it is found at any time during the tenure of your contract that any of the representative information furnished by you to the company at the time of your commencement of contract is found to be incorrect of false.

Page 1

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infinity, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/

1322464

R. Bathe

7. If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, then you shall bring this to the notice of the Company as soon as possible and furnish the Company all the information relating thereto as it may reasonably require.

8. You shall faithfully observe all the rules and regulations of the Company and comply with all reasonable orders of the superiors and attend to duties punctually at such place or places, as may be required by the Company. You shall also abide by and implement "The Corporate Policy manual on confidentiality and code of conduct" as approved by the Company and rules as made applicable from time to time.

9. You shall not at any time during the tenure of this contract or after its termination, without the consent of the Company in writing, divulge, directly or indirectly, any knowledge, information or documents whether relating to Company processes, operations, procedures, transactions or not, acquired by him/her in the course of service rendered concerning the business or affair of the Company or its associates or clients and which are confidential and in the nature of a trade secret or secret in other respects the disclosure of which will cause harm/damage to the Company, its associates or clients.

In line with the Insider Trading Regulations of the securities and Exchange Board of India Act of 1992, as modified from time to time, you shall not deal in securities of a firm listed in the stock exchanges, when in possession of any unpublished price sensitive information or communicate such information to any unpublished price sensitive information or communicate such information to any person except as required in the normal course of work, or under any law; or counsel any person to deal in securities on the basis of such information.

10. You are not authorized to and must not at any time:

- a) Trade on your own account by pledging the credit of the Company;
- b) Even on the Company's account, enter into any transaction of a speculative or gambling nature or otherwise subject the Company to risk which are beyond its Financial capacity to bear;
- c) Enter into any commitment, dealing or obligation on behalf of the Company, except to the extent of operating the Company's bank account or accounts as empowered by a resolution of the Board of Directors of the Company

11. You shall not accept directly or indirectly any commission, share in profit, presents or gratuities from any party dealing with, or seeking to deal with the Company or its affiliates.

12. You shall inform the Company without delay of any act of dishonesty, fraud or cheating or any damage to the Company's property that you may come to know of whether the same is under contemplation or is taking place or has already taken place.

13. You will abide by all the relevant policies of the Company that are in force from time to time. This includes, inter alia, the Information Security Policy.

Page 2

Kotak Mahindra Bank Ltd.

CIN: L85110MH1985PLC038137

Kotak Infront, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/1322465



14. You shall not without prior consent of the Company in writing, which will not be unreasonably withheld, publish any book or brochure or article concerning any matter, which relates to any activity of the Company.

15. This arrangement can be terminated by the Company, without any notice or payment of any kind in lieu of notice, in the following cases:

a) Any incorrect information furnished by you or on suppression of any material information.

b) Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this agreement or a violation on your part of any of the Company's rules.

c) You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude.

16. Subject to the right of the Company to terminate this employment in accordance with clause 15, it may be terminated either by the Company or yourself by giving 1 Month's prior notice to the other.

17. If any term or provision of this contract or any application thereof shall be declared or held invalid, illegal or unenforceable, in whole or in part, whether generally or in any particular jurisdiction, such provision shall be deemed amended to the extent, but only to the extent to cure such invalidity, illegality or unenforceability, and the validity, legality or enforceability, of the remaining provisions, both generally and in every other jurisdiction, shall not in any way be affected or impaired thereby.

19. This contract constitutes the entire understanding between you and the Company relating to the contract of services by the Company and supersedes and cancels all prior written and oral agreements and understandings with respect to the subject matter of this appointment. This contract may be amended by a subsequent written agreement between you and the Company.

20. The contract will terminate by efflux of time on 31-Oct-2021. However, the Company will retain the option of extending the contract if it so desires on such terms as the Company deems fit.

21. On completion of your contract, you will hand over the charge to your immediate superior.

22. If you are suspended for any misconduct reported against you at any time pending inquiry and orders in your matter, you will not be entitled to any compensation during the period of such suspension.



Kotak Mahindra Bank

23. At the end of the contract mentioned above, you shall not make any claim of employment or any other monetary claim against the management/Company and you shall not be deemed to be an employee of the Company at any time.

In case the above terms and conditions are acceptable to you, please sign in the space provided below in token of your acceptance.

Your's faithfully,
For Kotak Mahindra Bank Ltd

The above terms and conditions have been explained to me and understood by me. The same are acceptable to me and I am signing herein below in token of acceptance of the terms and conditions.

RUTUJA RAJENDRA BATHE

Kotak Mahindra Bank Ltd.

CIN: L15110MH1985PLC038137

Kotak Infinity, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

T +91 22 66056825
F +91 22 67236071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/1318769

Annexure A

Name	RUTUJA RAJENDRA BATHE	
Role	Sales Executive	
With effect from	01 November 2019	
Grade	D0	
State - Location	Maharashtra	
Total Annual CTC Offered (INR)	1,60,900	
Components	Per Month	Per Annum
Basic Salary	9,204.00	1,10,448.00
House Rent Allowance	2,333.00	27,998.00
Bonus	767.00	9,200.00
Professional Allowance	-	-
Gross CTC	12,304.00	1,47,646.00
Contribution to Provident Fund		13,254.00
Total CTC	13,408.00	1,60,900.00
<p>*Company contribution towards PF is 12%</p> <p>*Under the Kotak Term Group Plan, you get covered upto 5 lakhs or 1.5 times CTC whichever is higher in case of death.</p>		
<p>Prepared By : <i>Anushika</i></p> <p>Date :</p>		

Kotak Mahindra Bank Ltd.

CIN: 165110MH1985PLC038137

Kotak Infinite, Building No. 21,
Zone 4, 2nd Floor, Infinity Park,
Off Western Express Highway,
General A K Vaidya Marg, Malad (East),
Mumbai, Maharashtra 400097, India.

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27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.

HR/2019/

1322514




Kaustubh Apte <kaustubh.apte@zealeducation.com>

Fwd: Bitware | Confirmation For HR Recruiter Position

2 messages

Pandurang Patil <pandurang.patil@zealeducation.com>

Mon, Oct 4, 2021 at 2:21 PM

To: Ashwini Sovani <ashwini.sovani@zealeducation.com>, Kaustubh Apte <kaustubh.apte@zealeducation.com>



With Regards from,
Name: Prof.Pandurang Patil
Mob. No: 8856930890
Designation : Assistant Professor
Mail id: pandurang.patil@zealeducation.com
www.zealeducation.com

----- Forwarded message -----

From: **Sakshi Sharma** <sharmamsakshi.1997@gmail.com>
 Date: Mon, Oct 4, 2021 at 1:45 PM
 Subject: Fwd: Bitware | Confirmation For HR Recruiter Position
 To: Pandurang Patil <pandurang.patil@zealeducation.com>

----- Forwarded message -----

From: **Mitu Nikhra** <hr@bitwaretechnologies.com>
 Date: Mon, 27 Sep 2021 at 3:46 PM
 Subject: Bitware | Confirmation For HR Recruiter Position
 To: <sharmamsakshi.1997@gmail.com>

Dear Sakshi,

Thank you for seeking your job opportunity with us.

As discussed over the phone, Your offer is confirmed for Rs 15k per month, Rs 14800/- will be the take home salary per month only Rs 200/- Professional Tax deduction will be applied until your probation.

You will be on 3 Months probation period. Your salary is subject to revision after 3-6 months depending on your performance for the probation period.

Your performance measurement criteria will be your communications and the number of successful recruitments done during your probation period.

You will get the hardcopy of the official offer letter and the appointment letter at the time of joining. We look forward for your joining from 4th Oct 2021.

This will be a work from office opportunity, mostly from client side location and rarely from Bitware Office. Subject to Work from home support as and when required.

Working hours: 9:30am till 6:30pm**Working days:** Monday to Friday but Sometimes Saturday Working based on the recruiter drives**Reporting Addresses:****Persistent Systems Limited (Client side location)**

9a, Aryabhata-Pingala, 12, Kashibai Khilare Path, Marg, Erandwane, Pune, Maharashtra 411004

Google Map : <https://g.co/kgs/Fpz2Gj>

Bitware Technologies (Your Employer Company)

601, 6th Floor, White Square Building., Wakad Road, Hinjewadi, Pune, Maharashtra 411057

Google Map : <https://g.co/kgs/CZ7o5A>

Kindly acknowledge and confirm as soon as possible, about your joining on 4th October 2021 to help us proceed with the further steps and make the necessary arrangements accordingly.

Feel free to get in touch with us you have any queries or concerns.

Thank you

Regards,
Mitu Nikhra | HR Generalist
Bitware Technologies | www.bitwaretechnologies.com
Mobile : 9579500400

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-End of Disclaimer-

Kaustubh Apte <kaustubh.apte@zealeducation.com>
To: Pandurang Patil <pandurang.patil@zealeducation.com>
Cc: Ashwini Sovani <ashwini.sovani@zealeducation.com>

Mon, Oct 4, 2021 at 2:28 PM

Dear Prof.Patil,

Thanks for sharing the selection email.

Best Regards
Kaustubh Apte
Placements Department



ZEAL Group of Management Institutes
Survey No. 39, Narhegaon,
Taluka – Haveli,
Pune (Maharashtra) – 411041
Contact Number- 7798000449/020 67206033
Visit us on <https://zealeducation.com/>

[Quoted text hidden]

C3IT Software Solutions Private Limited
 Marisoft III, West Wing, 5th Floor
 Marigold Complex, Kalyani Nagar,
 Pune- 411014, Maharashtra, (India).
 Tel. : + 91 - 204 - 917 - 7500
 Telefax : + 91 - 204 - 860 - 6290
 Mail : hr@c3itsolutions.com



IT that makes you competitive

August 17, 2021

Reference No: C3IT/HR/OFFR/PS/17082021/00657

To,
Ms. Pallavi Sonar
 03, Undale building,
 NDA Road, Warje,
 Pune - 411058

EMPLOYMENT OFFER LETTER – TRAINEE ENGINEER

Dear Pallavi,

It is my pleasure to extend the following offer of employment to you on behalf of C3IT Software Solutions Pvt. Ltd. further to the interview and discussions you have had with us.

In line with the discussions you have had, your appointment is confirmed for the position of "Trainee Engineer" the terms are as follows:

1. Total Cost to Company will be **INR 1,80,000** annually on joining.
2. **Annual Bonus** will be payable as per Appendix AB "Calculation of Annual Bonus" in HR Manual.
3. **Gratuity** will be payable as per The Payment of Gratuity Act 1972.
4. All Payments shall be subject to tax deduction at source and professional tax deduction as per applicable rules.
5. Provident Fund shall be deducted as applicable.
6. Your probation period post a successful evaluation shall be 6 months from the date of joining.
7. Regular performance reviews will be done to assess your suitability.
8. The notice period for relinquishing your services from the Company would be three calendar months.
9. You shall be entitled to benefits as per the rules and regulations of the company.
10. Your date of joining the services of the company shall be no later than **August 17, 2021**. Please confirm your actual date of joining in case you are able to join earlier for us to schedule your onboarding.
11. The validity of this offer is 3 days from the date of the offer letter.

Your appointment letter shall be handed over on your joining the company on completion of all following formalities:

1. Complete and Correct filling in of the Candidate Declaration Form.
2. Submission of original/copies of following documents, as applicable, on joining:
 - a. Experience letters of the previous employer(s)
 - b. Relieving letters of your previous employer(s)
 - c. Form 16 / TDS Certificate
 - d. Latest last three months' salary slips
 - e. Photocopy of educational qualifications i.e., SSC/HSC/Graduation/Post Graduation etc.

C3IT Software Solutions Private Limited
Marisoft III, West Wing, 5th Floor
Marigold Complex, Kalyani Nagar,
Pune- 411014, Maharashtra, (India).
Tel. : + 91 - 204 - 917 - 7500
Telefax : + 91 - 204 - 860 - 8290
Mail : hr@c3itsolutions.com



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- f. Photocopy of certificate courses attended (if any) and any other professional certifications relevant to your role,
- g. Photocopy of your Passport along with photocopy of visa stampings if any
- h. Photocopy of Aadhar card.
- i. Age proof
- j. Three passport size Photographs.
- k. Photocopy of Insurance of Vehicle if you own a vehicle.
- l. Proof of Permanent /local Address
- m. Pan Card
- n. Two references

Please let us know in advance in case you are not in a position to furnish any of documents at the time of joining.

With your employment, we are filling a critical client project related position which is of strategic long-term importance to the company; we are, therefore, very pleased & excited with your decision to join us which, we believe, will help grow the company's business as well as your career. While your employment with the Company will be effective from the date of your joining the Company, your acceptance of this Offer for Employment will be viewed as your sincere commitment to join the Company on the mutually decided joining date as indicated above. Should you decide not to join the Company for whatever reason, which we know will not be the case, you agree to pay the agreed one-month salary, Rs. 15,000 towards liquidated damages.

Please note that this offer mail incorporates all commitments exchanged between both sides and there are no other commitments other than these.

Kindly confirm your acceptance of the above offer by return mail.

We look forward to having you on board soon.

Sincerely,
For C3IT Software Solutions Pvt. Ltd

Authorized Signatory

As discussed, PFB the link for Pre Placement Talk scheduled on **Saturday, 30th Jan 2021 @12pm** followed by interviews on the same day. Kindly make sure all interested candidates join the session 10 mins prior.

Link: https://teams.microsoft.com/j/meetup-join/19%3ameeting_OWVIMGJmOWUHNjg4Yi00YWU4LTk2ZDUiNjJiODE2NDM1NTZl%40thread.v2/0?context=%7b%22id%22%3a%222383a7bf-817b-46cb-bdea-70aac1f9eed5%22%2c%22oid%22%3a%229e63fc69-0f9b-4cf4-aaca-73138237f339%22%7d

Regards,

Abhishek Singh

Human Resources

Mob: 7503831709

From: Abhishek Singh /HR SO/ICICIPRU/Hyder
Sent: Monday, January 25, 2021 2:04 PM
To: 'placement.dcoer@zealeducation.com'
Cc: Victor Kandulna /HR SC/ICICIPRU/CNER; Surya Yamujala /HR WE/ICICIPRU/Pune
Subject: Campus Recruitment - 2020-21 : ICICI Prudential | Zeal Group of Institutes |

Dear Vijay,

Greetings from ICICI Prudential!

Thank you for expressing your interest in inviting us for your placement drive at Zeal Group of Institutes this year. As discussed, you may float the JD to your students and let us know the number of students interested based on which we'll plan further.

Please find the JD attached here and a few details about our organization and the role we are offering:

Annual Gross Pay (Excluding Incentives & Bonus): Rs. 2,45,000/-

Eligibility Criteria: No Backlogs as on date

ICICI Prudential life Insurance Co Ltd is one of the leading life Insurance Companies in the private arena. ICICI Prudential Life Insurance Company is a joint venture between ICICI Bank - one of India's foremost financial services companies and Prudential plc - a leading international financial services group headquartered in the United Kingdom. ICICI Prudential Life Insurance Company began its operations in December 2000 after receiving approval from Insurance Regulatory Development Authority.

Commitment to customers is at the core of every aspect of the company's initiatives, be it product development, distribution, the sales process or servicing and claims settlement. Product development is undertaken basis thorough research and understanding of the needs of customers'. For over a decade, ICICI Prudential Life Insurance has maintained its focus on offering a wide range of flexible products that meet the needs of the Indian customer at every stage in life. This has ensured that the various products offered by the company strategically fit into the financial plan of the customers and helps them achieve their various long term financial goals.

In addition, ICICI Prudential Life also has a comprehensive multichannel distribution network spanning various geographic and income segments to ensure that its products and services are accessible to customers.

ICICI Prudential Life Insurance has been helping customers meet their long term financial goals by adopting an investment philosophy that aims to achieve risk adjusted returns over the long term. The customer centric approach and focus on innovation has enabled the company to garner the unstinted support of its customers and there creating a trusted brand in the Indian life insurance sector

To reach out to the customers, it is pertinent to have the right talent acquisition.

Please get in touch with us for any clarification.

Regards,

Abhishek Singh

Human Resources

Mob: 7503831709

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Campus Selects Details.xlsx

12K

Tech Mahindra

Tech Mahindra Limited

Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081, India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011
techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder Mumbai
400 001

Ref: 830822/1937708/Permt

Date: 16th August, 2021

Rahul Machhindra Dhavale
S/O Machhindra Dhavale
Gavthan Hingangaon Ne, Ahmadnagar MH 414502
Phone No: 8999315732

Subject - Offer of Appointment

Dear Rahul Machhindra Dhavale,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Sr. Associate Technical Support** on U2 band, operating out of our Pune office.
2. Your "Annual Total Cash Compensation" will be **Rs. 370000 (Rupees Three Lakhs Seventy Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **16th August, 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Pooja Solankar** at **12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, Plot No.01, Rajiv Gandhi Infotech Park, Phase-3, Hinjewadi, Pune SEZ, Pune - 411057**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Pooja Solankar** latest by **16th August, 2021**.

9. For any clarification / further information on-
- Employment terms and conditions, please get in touch with Offers Team (E-Mail: SM00592470@TechMahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Encl: Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H – (Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

Annexure - A

NAME	Rahul Machhindra Dhavale	
TITLE	Sr. Associate Technical Support	
BAND	U2	
LOCATION	Pune	
COMPONENTS		Per Annum (All figures in Indian Rupees)
BASIC (@30% OF TOTAL FIXED PAY)		96650
HRA (@70% OF BASIC)		67655
CONVEYANCE ALLOWANCE		19200
BONUS / STATUTORY BONUS		16800
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)		11598
EMPLOYER'S CONTRIBUTION TO ESI (3.25% OF TOTAL SALARY COMPONENTS)		0
PERSONAL PAY		110264
TOTAL FIXED PAY..... (A)		322168
TOTAL VARIABLE PAY (TVP)..... (B)		35796
ADDITIONAL BENEFITS..... (C)		12036
GRATUITY		4649
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)		7387
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)		370000

Additional Benefits : In addition to the above, you will also be eligible for the below -mentioned benefits -

i) Company Transport:

- Applicable, only if company transport is not availed.

ii) **Payment of Bonus: The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.

iii) *Performance Incentive** would be payable to you starting from your Go Live Date. Maximum amount based on 100% performance; however, the actual payout shall be based on individual performance against set targets and / or performance of the organization. The Performance incentive will be paid-out as per existing company policy.

iv) Insurance

a) Group Term Life Insurance Coverage: You would be covered under the existing Group Term Life Insurance scheme of the company applicable to the employees in your respective grades as per the company policy and the same will be paid to the respective nominated beneficiary on the unfortunate death of the employee.

b) Hospitalisation coverage: You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be **Rs. 2 lakhs**.

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.

Notes:

- a) Performance Incentive will not be payable if you have resigned and are serving notice period or are not on the company rolls on the date of disbursement.
- b) Performance Incentive would be subject to Tax deduction as per Income Tax Act.
- c) The Company reserves the right to amend, modify, rescind / reinstate the above mentioned schemes partly or completely at any point of time.

With Best Wishes,
For Tech Mahindra Ltd.

Accepted by :



Mukul Sah
Group Function Head (Support) – Human Resource

Location :
Date :

Annexure – B

1) Employment Agreement

a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited, or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

c) Employee data – By accepting this Offer and furnishing your personal data to the Company, You are according your irrevocable consent to Company to possess, deal with or handle Your sensitive personal data either by itself or through any third party agency during the term of your employment with the Company subject however to the terms of the Privacy Policy of the Company. You are aware that your personal data is confidential in nature and Company shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care.

d) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

e) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have

agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

- (i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
- (ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- (iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
- (iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.
- (v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

f) Exclusivity of Services, Publications, Gifts/Anti-bribery

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.

- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.
- You hereby agree not to involve in receiving any gift/bribery during your tenure with the Company. You shall abide and follow the Company's anti-bribery policy which is hereby incorporated for reference. This Company policy shall be amended from time to time.

g) Confidentiality / Non-Disclosure

- a) You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.
- b) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

h) Non-Disparagement Obligations

You covenant and agree that, during the term of your employment and anytime thereafter, neither you nor any of your legal heirs or any person acting on your/their behalf, will in any way publicly disparage, bring into disrepute, defame, libel, slander or otherwise criticize the Company, its subsidiaries, affiliates, successors, assigns, officers, directors (including any former directors/ officers of the Company or its subsidiaries), employees, shareholders, agents, attorneys or representatives, or any of their clients, customers, partners, other service providers, or any of their products or services, in any manner that would damage the business or reputation of the Company or any of its clients, customers, partners, other service providers. Any violation of this section shall necessitate an investigation and appropriate disciplinary action including termination from the services and/ or appropriate legal action.

2. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

3. Termination of Employment

- (a) Either party can terminate this employment by serving a notice of 60 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited, may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.
- (b) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- (c) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3(a)** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- (d) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- (e) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3(a)** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- (f) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to

terminate your services as per the procedure mentioned in **Clause 3(a)** herein above on the grounds of misrepresentation of facts.

- (g) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3(a)** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- (h) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is mis-stated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to fore with terminate your employment as per the procedure mentioned in **Clause 3(a)** herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. Statement of Facts

- (a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. Company Policies

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Policy on Prevention of Sexual Harassment and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company

Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

6. Personal Indebtedness

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited. You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

7. Restraints

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

Smoking

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

Unauthorized Software

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity cards to the Security personnel on demand. If there is a need to take some of

the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

(a) Destroying Papers & Material

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) Use of Company Resources

(i) You shall use The Company's resources only for official purposes as per the applicable Company policy.

(ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual users activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

(iii) You shall access only those web sites, which are relevant to your work at hand.

(iv) You shall not use any company resource for hacking or other unethical / illegal activities.

(v) You shall not circulate or distribute offensive/pornographic material through e-mail or in any other manner.

8. Overseas Service Agreement

As The Company will be spending substantial amount of time and money for your deputation /secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. Intellectual Property Rights

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arising out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit. You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. Jurisdiction

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. Retirement

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. General

The above terms and conditions including those in Annexure - A (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.
14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the

client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure – B and I hereby accept and agree to abide by them. I am also required to fill the EMPLOYMENT VERIFICATION FORM, complete in all respects and bring it along with all the other documents / testimonials as required (Annexure D) at the time of joining.

Name in full :
Signature :
Address :
Date :
Place :

Annexure- C - Medical Declaration

MEDICAL DECLARATION FORM			
Applicant ID <i>(To be filled by HR)</i>		Associate ID <i>(To be filled by HR)</i>	
First Name:		Last Name:	
Gender: Male / Female		Date of birth (DD/MM/YYYY)	
		Blood Group	

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			

Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?		
Have you had any form of critical illness or operation in the last two years?		
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?		

Have you ever suffered/are you suffering from any of the following? (Please tick whichever applicable)

<input type="checkbox"/>	Heart Attack	<input type="checkbox"/>	Diabetes
<input type="checkbox"/>	High Blood Pressure	<input type="checkbox"/>	Stroke
<input type="checkbox"/>	Night Blindness	<input type="checkbox"/>	Valve Disorders
<input type="checkbox"/>	Asthma	<input type="checkbox"/>	Slipped disc
Any other major disease/illness that you may be willing to disclose			

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature:

Name:

Date:

(DD/MM/YY)

Annexure – D – Checklist of the Documents

At the time of joining, you are requested to bring the following documents in **original(For Verification only)**, along with 1 copy of each.

- (a) Certificates supporting your educational qualifications along with marks sheets
- Xth Certificate & mark sheets
 - XIIth Certificate & mark sheets
 - Degree Certificate & Semester/year-wise mark sheets
 - Master's Certificate & Semester/year-wise mark sheets
 - Diploma/PG Diploma Certificate & Transcripts
 - Any other Certificate with supporting documents – if any
- (b) Your relieving letter from your present organization
- (c) Service Certificate from the last employer as well as all previous employers.
- (d) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed.
- (e) Two passport-sized color photographs with white background.
- (f) Valid Passport
Please submit copy of the valid Passport (inclusive of all blank pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.
- (g) PAN Card and Proof of PAN Number
You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.
- (h) Aadhaar Card
You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgement as issued by the authorities.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, The Company reserves the right to revoke the offer.

Annexure E - Confidentiality Agreement

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that :
 - The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
 - The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
 - The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
 - I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited. to receive such information.
 - I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited. Officials or the expressed written authorization of the third party owner.
 - Upon termination of my employment with Tech Mahindra Limited., or at any other time at Tech Mahindra Limited. request, I agree to return promptly to Tech Mahindra Limited., all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited .which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited. upon termination of my employment.

- This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.
- IF any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name:

Signature:

Date:

Annexure - F - Intellectual Property Assignment

Associate Name:

Associate ID:

Date:

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) Intellectual Property Assignment

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating or developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited, its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) Restrictions after Termination

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

ACCEPTED

Annexure – G

Agreement – General Covenant Against Disclosure and Covenant Not to Compete / Non - Solicitation

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.

2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.

4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the

names, addresses, or special requirements of Tech Mahindra Limited's customers. This Section 4 is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.

b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.

c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendent lite injunctive relief.

d. In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. Ownership of Work Product: Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.

6. Partial Restriction on Post-Termination Competition: Background: Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.

7. Covenant Not To Compete. I hereby covenant and agree as a part of and ancillary to this Agreement that for the 12 months period following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

(a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the two year period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.

(b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business

interests and proprietary information, I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. Compliance Not Contingent Upon Additional Consideration: I understand and acknowledge that the wages, compensation, benefits training and experience that Tech Mahindra Limited provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.

9. Damages and Remedies: I acknowledge and agree that if I violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited may take legal action in the court specified below in Paragraph 14 for the liquidated damages specified in Paragraph 6 above and (2) a violation of this Agreement is likely to cause severe and irreparable injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited, an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.

10. Severability: Each paragraph and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.

11. Entire Agreement: This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited on the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.

12. Binding Effect: This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited. (Together with their successors and assigns).

13. Choice of Law: This Agreement will be governed and controlled in all respects by the laws of India.

14. Choice of Forum: The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited. For liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited. Would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this _____ day of _____, 20____

Signature

Name of Candidate

For and on Behalf Of
Tech Mahindra Limited



Mukul Sah
Group Function Head (Support)– Human Resource

Annexure – H

PROOF OF ACCEPTANCE OF
Code of Ethical Business Conduct (CEBC)
And
Statement of Policies and Procedures for Preventing Insider Trading

To
Tech Mahindra Ltd.
Date of Joining: _____
Dear Sir/Madam,

I _____ Associate Id No _____

(Associate) of Tech Mahindra Ltd, do hereby state to have read and accepted that Tech Mahindra Code of Ethical Business Conduct (CEBC) and Statement of policies and Procedures for Preventing Insider Trading. In Company website (www.techmahindra.com >> Investors >> Overview), I have read and fully understood the above stated code of conduct and Ethics for directors and Associates and Statement of Policies and Procedures for preventing Insider Trading and shall abide by the policies, procedures and Principles contained therein.
I understand that any misinterpretation and /or false understanding given herein may attract penalties as laid down under the policy.

Authorized Signatory (HR) Signature of the Associate
Name:

SAAA CONSULTANTS PVT. LTD.

Plot No. 32, Gut No. 44, Behind Bajaj Hospital, Aurangabad

August 1, 2021

Dear Vineet Bhavsar,

Letter of Appointment

We, SAAA Consultants Private Limited, are pleased to offer you employment in Aurangabad, with the following terms and conditions.

1. Appointment

Your appointment with the Company shall be as **Analyst**. The use of the job title does not indicate any limitation on your duties or job functions. The position is based in Aurangabad and transferable as per the requirement of the Company. The Company reserves the right to transfer you to its subsidiary or associate at a later date.

Your employment with the Company shall commence with effect on and from August 1, 2021 (the "Effective Date") and shall continue until unless terminated by either party in the manner provided herein. Upon expiry of this Agreement, your employment with the Company will be deemed to have been terminated. Subject to mutual agreement, this Agreement may be renewed or extended by us giving you written notice no later than 60 days prior to the expiry of this Agreement.

The Company reserves the right, upon reasonable notice, to alter or vary your job function or duties in accordance with your capabilities.

2. Base Salary

- 2.1 Base Salary: You will be paid a basic salary of **INR 25,000.00** per month payable monthly in arrears (or such other amounts as may from time to time be agreed in writing).
- 2.2 However, your base salary shall be subject to review from time to time in accordance with the Company's policy, at the sole discretion of the Company.
- 2.3 The payment of your salary shall be subject to such statutory deductions and/or withholdings as may be required in accordance with applicable legislation in force from time to time.
- 2.4 The Company shall have the right to deduct from your salary any inadvertent overpayment of salary or other relevant payments under this Agreement.

3. Bonus

Subject to the Company's profitability for the financial year and your work performance, the Company may at its sole discretion pay you a bonus payment.

4. Benefits

The benefits provided are in accordance with the Company's prevailing policies and employee benefits program from time to time and the Company reserves the right to change, modify at its sole discretion, its policies and employee benefits program. All benefits provided by the Company are provided subject to the terms and conditions imposed by the Company and/or third party providers.

SAAA CONSULTANTS PVT. LTD.

Plot No. 32, Gut No. 44, Behind Bajaj Hospital, Aurangabad

5. Hours of Work

Your working hours shall be such hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company and shall include the hours from 10:00 a.m. to 6:30 p.m. (subject to a lunch break of half an hour), Monday to Friday in each week.

6. Annual Leave

You shall be entitled to **20 days'** annual paid leave to be taken at a time or times convenient to, and as may be approved by, the Company. Annual paid leave not taken within the relevant year of service shall be carried over for one year only.

7. Sick Leave

7.1 In the event of absence or lateness for whatever reason including illness, you shall immediately notify the Company by telephone, and a medical certificate from a doctor approved by the Company or from a government hospital or clinic, or medical specialists to whom you are referred by a doctor approved by the Company, certifying your physical condition, shall be delivered to the Company.

7.2 You shall be entitled to **14 working days'** paid sick leave during each year of service, and an additional 46 working days paid sick leave during each year of service in the event hospitalisation is required, provided that such leave is certified by a doctor approved by the Company.

8. Compassionate Leave

Compassionate leave limited to an aggregate of **3 days** in any year of service may be granted by the Company, at its sole discretion, in the situation of death of the spouse, child or parent of an employee.

9. Staff Review

A review of your performance and salary shall be carried out annually, in accordance with the policy of the Company from time to time.

10. Expenses

The Company shall reimburse you in respect of such expenses as may be incurred by you while engaged in the business of the Company as the Company shall consider reasonable (at its discretion), upon the provision to the Company of proper receipts or other evidence of such expenditure, in accordance with the rules and procedures established by the Company from time to time.

11. Conduct and Discipline

11.1 You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions made by the Company.

SAAA CONSULTANTS PVT. LTD.

Plot No. 32, Gut No. 44, Behind Bajaj Hospital, Aurangabad

- 11.2 During your employment, you shall well and faithfully serve the Company and use your utmost endeavors to promote its interests, and devote the whole of your time, attention and abilities to its affairs during the hours in which you are required to perform your duties in accordance with Clause 5 above.
- 11.3 You shall not, during the continuation of your employment, engage in any other employment or activity, in the absence of prior written approval from the Company (which may be withheld by the Company at its sole discretion).

12. Termination

- 12.1 Subject to Clause 12.2 below, this Agreement may be terminated by you or by the Company upon giving 1 months' written notice or by paying 1 months' basic salary in lieu of notice. The Company reserves the right to require you not to attend work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or the Company). However, the Company shall continue to pay your salary and contractual benefits whilst you remain employed by the Company.
- 12.2 The Company shall be entitled to terminate your employment immediately upon written notice (but without prejudice to the rights and remedies of the Company for any breach of this Agreement and to your continuing obligations under this Agreement) in any of the following cases:
- (a) if you are dishonest or engaged in serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force;
 - (b) if you are incapacitated by illness or otherwise unable to perform your duties hereunder for a period totaling in aggregate 6 months in any period of 12 consecutive calendar months; or
 - (c) if you become bankrupt or have a receiving order made against you or make any general composition with your creditors.

Upon ceasing to be employed by the Company hereunder, you shall deliver to the Company any drawings, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company or any reproduction thereof which may have been provided to you during the course of your employment with the Company, and you shall not undertake or cause any action or deed which might in any way affect the Company's reputation or good standing, or those of its products or services.

13. Confidentiality

You shall not during the continuance of your employment or anytime after its termination disclose, divulge, impart or reveal to any person or company any of the trade secrets or confidential operations, processes, dealings or any information concerning the organization, business, finance, transactions or affairs of the Company or any of its related, associated or affiliated companies which may come to your knowledge

SAAA CONSULTANTS PVT. LTD.

Plot No. 32, Gut No. 44, Behind Bajaj Hospital, Aurangabad

during your employment, and shall not use or attempt to use any such information in any manner which may injure or cause loss either directly or indirectly to the Company or its business.

14. Company Regulations

During your employment with the Company, you shall observe and comply with all of the rules, regulations and directives of the Company as may from time to time be made or given. The Company shall have the right to alter and amend the rules and regulations of the Company as well as any of the terms of your employment, and such alteration or amendment shall become fully effective and a binding term of your employment upon notification to you.

15. Entire Agreement

This Agreement, together with the Proprietary Information Agreement for Employees supersedes any prior agreements, representations and promises of any kind, whether written, oral, express or implied between the parties hereto with respect to the subject matters herein. This Agreement constitutes the full, complete and exclusive agreement between you and the Company, its officers, employees and its affiliates with respect to the subject matters herein.

16. No Breach

In signing below, you confirm that you are not bound by any prior contract, undertaking, commitment or other obligation which prevents you from being employed by the Company and being able to fully and completely perform the services contemplated by this Agreement, nor in fulfilling your duties hereunder will you be breaching any duty of confidentiality to any persons, including without limitation, your previous employers or principals.

17. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of India.

Please confirm your acceptance of the above terms and conditions by signing and returning to us the duplicate copy of this letter.

Yours sincerely,



Authorized Signatory

Acceptance

I, Vineet Bhavsar, (PAN _____) hereby confirm acceptance of all of the above terms and conditions.

2018-2021



PHN TECHNOLOGY
PVT. LTD.

We Connect You To Digital World

7558303150

8096334755

✉ support@phntechnology.com

✉ phntechnology@gmail.com

Office no.55, 5th floor, B wing: K. K. Market, Near to Pune-Satara Road, Dhankawadi, Pune-411046

Date: 30/12/2019

Miss Snehlata Ghongade,

Subject: Offer for Position of Web Designer and Developer

Dear Snehlata,

In reference to your application we would like to congratulate you on being selected for job for position of Web Designer with PHN Technology Pvt. Ltd, based at Pune. All of us at PHN Technology Pvt. Ltd. are excited that you will be joining our team!

The project details and technical platform will be shared with you on or before commencement of position. You will be joining from 16th of Jan 2020.

Again, congratulations and we look forward to working with you.

Yours sincerely,

Mr. Pradip Narayankar

Director,

PHN Technology Pvt. Ltd

www.phntechnology.com



Mr .Jivan Laxman Kalel.
At- valai,post-virali
Tal- Man, Dist- Satara
Pin- 415509
E-mail ID: jivankalel98@gmail.com
Mobile: 7447581056.

We are pleased to offer you the position of "Application Support" as discussed by us you are requested to join us on 14 AUG, 2019,

Your total Net salary will be **Rs 15342/-** (Fifteen Thousand Three Hundred Forty Two Rupees only) per month. Subject to various deductions as per companies and government policy.

The roles and responsibilities and other terms and conditions of your employment will be specified in your letter of appointment.

We welcome you to Beltronic Consultancy Pvt. Ltd. Family.

Please find the Salary structure

Basic	10197
Hra	5099
conv	850
Bonus	849
Gross	16995
PF	1326
ESIC	127
PT	200
Net	15342
PF	1453
ESIC	552
CTC	19000

2018-21

IMAGE SOLUTION

IT/ HARDWARE/SALES /SERVICE/MAINTENANCES

Vetalnagar, Lingali Road, Daund, Pune 413 801

☎ 721988490 | 9822187728 ✉ image.solution18@gmail.com

Date 23/01/2020

To,
Whomever it may concern

Subject: Letter of Employment Verification for Tushar Pasalkar

Dear Sir

As per your information request **Mr. Tushar Sadashiv Pasalkar** has been employed as an **IT Assistant** at **Image Solution** since Apr 15th, 2019. He works on a full-time basis with us. We found him honest, dedicated, hardworking and well-behaved working with us.

This is for your information only.

Sincerely,

Keshav Chavan

Image Solution





Pandurang Patil <pandurang.patil@zealeducation.com>

Offer letter and reason for not attending lecture

1 message

Aditya Kulkarni <aditya99x@gmail.com>

Tue, Jan 21, 2020 at 10:48 PM

To: Pandurang Patil <pandurang.patil@zealeducation.com>

I am Aditya Kulkarni, a student of First Year of MBA and my roll number is dmb1921106

I am writing to inform you that my father is retired from his job, and I am the only person in the family who has to take the financial responsibility. So, I am working in order to provide a financial support to my family and due to which, I will not be able to attend the regular lectures.

So I request you to kindly grant me the leave for my employment and exempt me from the lectures and academic attendance.

For reference I am forwarding the email of offer letter as a proof of employment.

I can assure you that I will fill the gap in my studies by doing a self study.

I will be highly obliged if you grant me the leave and exempt from the same.

Thanking You,

Yours Faithfully,

Aditya Kulkarni,

----- Forwarded message -----

From: <career@joulestowatts.com>

Date: Fri, 1 Mar, 2019, 9:47 AM

Subject: Congratulations!!! JoulestoWatts On Demand Offer Letter

To: <aditya99x@gmail.com>

FRIDAY 01 MARCH 2019

CONSULTANCY AGREEMENT

This Consultancy Agreement is made and entered into this day of January 1, 2019 by and between JoulestoWatts Business Solutions Private Limited incorporated under the provisions of Companies Act, 2013 having its registered office at SJR I Park, Ground Floor, Tower 4, Plot No. 13, 14, 15, EPIP Area, Whitefield, Opp. Satya Sai Hospital, Bangalore - 560066 and Aditya Anil Kulkarni residing at #14/95, Tiwari Plot, Behind Shishak Society, Kurduwadi Road, Ta. Paranda Dist,

Paranda, Maharashtra, 413502 (here in after referred to as "Consultant () " which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns).

WHEREAS, the Company is in the business of Consultants and Service providers directly or indirectly for Business set up and support services, Business Monitoring, Sales and Marketing, Financial Management, Infrastructure Management, People, Management Solutions, Information Technology and IT enabled services.

WHEREAS, the Consultant who has Consultant is an experienced professional in the area of Talent Acquisition

NOW, THEREFORE, the Parties hereby agree as follows:

1. Engagement and Services

o Engagement.

The Company hereby engages the Consultant to provide and perform the services as per Merittrac, and the Consultant hereby accepts the engagement.

o Standard of Services.

All Services to be provided by Consultant shall be performed with promptness and diligence in a workman like manner and at a level of proficiency to be expected of a consultant with the background and experience that Consultant has represented it has. The Company shall provide such access to its information, property and personnel as may be reasonably required in order to permit the Consultant to perform the Services.

o Representation and Warranty.

Consultant represents and warrants to the Company that it is under no contractual or other restrictions or obligations which are inconsistent with the execution of this Agreement or which will interfere with the performance of the Services.

2. Consultancy Period

o Termination by the Company

The company may terminate your services with cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of

three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

o Termination By Employee

If you wish to leave the services of the Company, a clear written notice of 0 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

o Effect of Termination.

Upon the effective date of termination of this Agreement, all legal obligations, rights and duties arising out of this Agreement shall terminate except for such legal obligations, rights and duties as shall have accrued prior to the effective date of termination and except as otherwise expressly provided in this Agreement.

3. Consultancy Fee and Expenses

o Consultancy Fee.

In consideration of the Services to be rendered hereunder, the Company shall pay **Consultant a Daily Consultancy fee of INR 650 + (service tax per month after deduction of TDS as applicable)**. Consultancy fee will be pro-rated based on the approved timesheet from the client. In case of travel request by the client, compensation or per diem would be paid according to company travel policy for that country based on the written agreement with the client.

o Expenses.

Consultant shall be entitled to reimbursement for all expenses pre-approved by the client reasonably incurred in the performance of the Services, upon submission and approval of written statements and receipts in accordance with the then regular procedures of the Company.

o Payment.

The Consultant shall submit to the Company a monthly invoice detailing the Services performed during the preceding month along with the approved time sheet and the amount due by 2nd of every month. All such invoices shall be due and payable within 15 business days after receipt thereof by the Company after deducting applicable taxes.

4. Working hours

- o Working hours for the project will be mutually decided between the consultant and company

5. Leaves

- o You would be entitled to get maximum of 0 days of leaves per year. (pro rata bases)

6. Force Majeure

- o Either Party shall be excused from any delay or failure in performance required hereunder if caused by reason of any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, strikes, lock-outs or other serious labor disputes, riots, earthquakes, floods, explosions or other acts of nature.

7. Non-Publicity

- o Each of Company and Consultant agree not to disclose the existence or contents of this Agreement to any third party without the prior written consent of the other Party except: (i) to its advisors, attorneys or auditors who have a need to know such information, (ii) as required by law or court order, (iii) as required in connection with the reorganization of a Party, or its merger into any other corporation, or the sale by a Party of all or substantially all of its properties or assets, or (iv) as may be required in connection with the enforcement of this Agreement.

8. Un-authorized Absence

- o absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

9. Confidentiality & Non-disclosure

- o You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:
- o You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such proprietary Material to any unauthorized person during or after the completion of services with the Company.
- o You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you

will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

- o You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

10. Non-compete & Non Solicitation:

- o You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.

11. Moral Conduct:

- o You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

12. Company Properties in Your Possession

- o You are expected to take proper care of company properties entrusted to you by the company. In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

13. Relationship between Company and the Contractor

- o Nothing in this Agreement may be deemed to constitute a partnership, joint venture, agency or other legal relationship between COMPANY and the Contractor other than that of supplier and purchaser

14. Change of Address

- o Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless otherwise intimated in writing by you. Communications addressed to you at the above address shall deem to have been duly served.

15. Code of Conduct

- o During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

16. General

- This Agreement constitutes the entire agreement of the Parties on the subject hereof and supersedes all prior understandings and instruments on such subject. This Agreement may not be modified other than by a written instrument executed by duly authorized representatives of the Parties.

No waiver of any provision of this Agreement shall constitute a waiver of any other provision(s) or of the same provision on another occasion. Failure of either Party to enforce any provision of this Agreement shall not constitute a waiver of such provision or any other provision(s) of this Agreement.

17. Prevention of Sexual Harassment Policy

○ Purpose

- Joules To Watts Business Solutions Pvt. Ltd. is an equal employment opportunity company and is committed to creating a healthy working environment that enables Employees to work without fear of prejudice, gender bias and sexual harassment.
- The Company also believes that all Employees of the company and Consultants, who are undergoing J2W Programs., have the right to be treated with dignity. Sexual harassment at the work place or at a site other than work place, if involving an Employee, is a grave offence and is, therefore, punishable.
- To provide a procedure for redressal of complaints pertaining to sexual harassment under the Sexual Harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 Act and Rules thereunder.

○ Scope & Effective Date

- This Policy is applicable to all J2W Employees / Consultants.
- Where sexual harassment occurs to an Employee / Consultants as a result of an act by a third party or outside while on official duty, J2W will take all necessary and appropriate steps to assist the affected Employee / Consultants in terms of support and preventive action.
- It is deemed to be incorporated in the service conditions of all Employees / Consultants and comes into effect immediately.

○ Definition

- Sexual harassment would mean and include any of the following:
 - Unwelcome sexual advances, requests or demand for sexual favours, either explicitly or implicitly, in return for employment, promotion, examination or evaluation of a person towards any company activity;

- Unwelcome sexual advances involving verbal, non-verbal, or physical conduct such as sexually coloured remarks, jokes, letters, phone calls, e-mails, gestures, showing of pornography, lurid stares, physical contact or molestation, stalking, sounds, display of pictures, signs, verbal or non-verbal communication which offends the individual's sensibilities and affect her/his performance;
 - Eve-teasing, innuendos and taunts, physical confinement against one's will and likely to intrude upon one's privacy;
 - Act or conduct by a person in authority which creates the environment at workplace hostile or intimidating to a person belonging to the other sex;
 - Conduct of such an act at work place or outside in relation to an Employee of J2W, or vice versa during the course of employment; and
 - Any unwelcome gesture by an Employee having sexual overtones.
- "Employee" means any person on the rolls of the company including but not limited to those on deputation, contract, temporary, part time or working as consultant(s).
 - "Consultants" means any person who has enrolled to any education / training / learning program conducted by J2W directly or through its associates /subsidiaries and collaborators.

o Redressal & Enquiry Process

- Any Employee / Consultant who feels and is being sexually harassed directly or indirectly may submit a complaint (6 copies) along with any supporting documents and names and address of the witness / witnesses of the alleged incident to the Chairperson of the Internal Complaints Committee in writing with his / her signature within three months of occurrence of incident. The complaints can be sent via email at whistleblower@joulestowatts.com.

The Committee will maintain a record to endorse the complaint received and keep the contents confidential, if it is so desired, except to use the same for discreet investigation.

o Important Points

- The Management shall provide all necessary assistance for the purpose of ensuring full, effective and speedy implementation of this policy.

Where sexual harassment occurs as a result of an act or omission by any third party or outsider, J2W shall take all steps, necessary and reasonable, to assist the affected person in terms of support and preventive action.

This policy is subject to the provisions of Sexual harassment of women at work place (Prevention, Prohibition and Redressal) Act 2013 and the rules framed there under and any amendments/alterations/notifications that may be issued and also any judicial pronouncements that may be made by competent courts, the later shall always prevail.

Appeal and time limit – Any person aggrieved from the recommendation may prefer for appeal within 90 days of the recommendations to Additional Labour Commissioner

IN WITNESS WHEREOF, and intending to be legally bound, the Parties have duly executed this Agreement by their authorized representatives as of the date first written above.

Signed for and on behalf of

Signed by

[Joules to Watts Business Solutions Pvt Ltd]

[Aditya Anil Kulkarni]

 **Send**

With best wishes,

Team HR



Joules to Watts Business Solutions Pvt. Ltd.

SJR I Park, Ground Floor, Tower 4, Plot No. 13, 14 & 15, EPIP Area,
Whitefield, Opp. Satya Sai Hospital,
Bangalore 560 066, Phone: +91 (80) 46616000
Email: info@joulestowatts.com, Website: www.joulestowatts.com



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MBA - 19 - 20
(II)

INFINITY FINSERV

Premdeep 3rd Floor, Above Latur Urban Bank,
Lullanagar Chowk, Pune-411040

OFFER LETTER

Ms. DIPALI SANJAY LONARE
NIBM, Kondhwa Khurd,
Pune
Maharashtra.

Dear Ms. DIPALI S LONARE,

We are pleased to confirm you that you have been selected for to work for INFINITY FINSERV as a Finance Executive.


You will be required to learn, understand and to carry out your duties and responsibilities during your training period, to achieve the desired results, which may include in your working hours, your working hours will start from 09:30 AM till 06:30 PM.

Your total compensation (cost to the company) will be 10,000/- per month (Rupees Ten Thousand Only) and will be paid on monthly basis. You are expected to join from 5 APRIL 2019.

We look forward to join our company in order to work with you.

Sincerely,

FOR INFINITY FINSERV,


Balasaheb Darekar

(Tax & Finance Consultant)



MBA - 2019-20
(D)

JK Centralised Services Pvt. Ltd.

CIN: U55101UP1985PTC000120

Regd. Office:
Kamla Tower, Kanpur - 208 001 (U.P.) India
Phone: 2771470-01
Email: hr@jkcentralised.com

Mr. Rahul Balaji Mitkari

[2]

- (f) You shall maintain proper dignity of your office and shall deal with all the matters with sobriety.
- (g) You will regularly record your attendance as per rules of the company.
- (h) You shall maintain and keep in your safe custody such books, registers, documents and other papers/assets as may be issued to you or may come in your possession and shall return the same as and when required.

TERMINATION OF SERVICE: That either party will be at liberty to terminate this appointment by giving one month notice or pay in lieu of notice. The service can also be terminated without any notice or pay in lieu thereof provided:

- (i) The Management finds that the particulars supplied by you either in the application form or at the time of interview are incorrect.
- (ii) The Management finds that you are guilty of misconduct, willful negligence, disobedience, misappropriation, insubordination, breach of this appointment letter and acts of the like nature.

MEDICAL FITNESS: The appointment and its continuance is subject to your being found and remaining medically (physically and mentally) fit. The Management reserves the right to ask you to undergo medical examination if and when considered necessary.

RETIREMENT: You shall be retiring on attaining the age of 60 years.

Your date of birth as declared by you is 10th December 1995.

In case of any dispute relating to clauses of this Letter of Appointment, it shall be decided by arbitration under the provisions of Indian Arbitration Act. In case of any dispute only Kanpur Courts will have jurisdiction to entertain the dispute.

You will be reporting to the under signed or any other person authorised by the Management.

We confirm your date of joining with the company as 1st October 2019.

Please return the duplicate copy of this appointment letter duly signed by you in token of your acceptance of the above terms & conditions for our records.

Yours faithfully,
For J.K. CENTRALISED SERVICES PVT. LTD.


DIRECTOR

Scanned with
CamScanner

Registered Office & Works :
Gat No.309 - A, Shivare, Pune Satara Road,
At post Shivare, Tal. Bhor, Dist. Pune - 412205.
Contact us: sales@trimoorty.co.in
CIN NO : U34300PN2001PTD16589

MBA - 2019-20
(E)
Trimoorty
Autodeco Components Pvt. Ltd
Pioneers in foam conversion

TACPL/HR/CL/02-2018

June 22nd, 2019.

Mr. Prem Pataskar .
T. No. 1610
Designation: Engineer-NPD

Subject: Confirmation of appointment

Dear Mr. Pataskar,

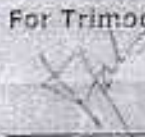
This has reference to your appointment letter no. TACPL/18 Dated 25th May 2018.

You will be please to know that Trimoorty's management has reviewed your performance and is glad to confirm your services in our organization effective from May 27th, 2018. The other terms and conditions of your appointment remain unchanged.

I look forward to a long and mutually beneficial relationship between you and Trimoorty Family.

Sincerely,

For Trimoorty Autodeco Components Pvt. Ltd.


Makarand Joshi
Managing Director



2018-21

Ref: ECS/HR/2019
Date- 15/7/2019

To,

Miss. Pradnya Joshi
A/p- Shinoli, Tal- Ambegaon,
Dist- Pune
Pincode-410516**OFFER LETTER**

Dear Miss. Pradnya,

With reference to your application and subsequent interview you had with us, we are pleased to inform you have been selected as an "Sales Coordinator" in our organization on following terms and conditions;

- Your posting will be at "EARTHEN GROUP PVT.LTD". However, your services will be transferrable to any of the existing projects of the company as well as to any new projects that may be received by the company in future at the discretion of the company.
- Your gross salary will be Rs 10000/- Per Month (Ten Thousand Rupees Only)

Your offer has been made based on the information furnished by you. However, if there is any discrepancy in the documents or certificates given by you as a proof or above. We reserve the right to review our offer of employment at any point of time. Employment as per this offer is subject to your being found medically fit.

We would expect you to join on 15 July 2019. In case you fail to join without any prior information or written communication the offer will be treated as invalid.

You will be on probation for six months from the date of joining.

You are requested to submit the documents i.e. the photo copy of the documents;


- | | |
|--|---|
| A. Relieving letter from your present employer | E. Education Certificates (Original to show for verification. |
| B. Certificate of last salary drawn. | F. Proof of date of Birth. |
| C. Two Latest Photographs | G. Appointment letters of previous employer And experience certificate. |
| D. Photocopy of PAN & Adhar Card. | |

A formal appointment letter will be issued on the terms and conditions after joining in Earthen Realtors Pvt.Ltd. subject to scrutiny of documents to be submitted by you.

Please sign the duplicate copy of this letter in token of your acceptance of the same and also indicate the date of your joining.

Thanking You,

For EARTHEN REALTORS PVT LTD


For Earthen Realtors Pvt. Ltd
Authorized Signatory**EARTHEN REALTORS PVT.LTD.**

3rd floor, Neev Capital, Opp. Balewadi Stadium, Near Mitcon College, Nh4, Pune 411045
Call: 020-27390100/10, www.earthengroup.in

2018-21



Offer: Computer Consultancy
Ref: TCSL/DT20184274618/Pune
Date: 02/05/2018

Mr. Somnath Nilkantappa Sulphule
 Tatyaba Bhavan Room No-1(Parking), Manaji Nagar, Narhe, Pune,
 Navle Hospital,
 Pune-411041,
 Maharashtra,
 Tel# 91-9923809698

Dear Somnath Nilkantappa Sulphule,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184274618

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tower, Ground Floor, S.No. 103/A/1/125, CTS, 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6605 7772 Fax: 91 20 6605 7107 Website: www.tcs.com

Registered Office: Normal Building, 9th Floor, Naamdar Point, Mumbai 400 021

TCS Career Services: 1800 209 2111 | Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,100/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹2,840/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,400/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the



benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.



It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program (ILP). This formal learning will add value to you as a professional and help you to excel in your career.

Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal.

If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

You may please note that in the event of your performance during the ILP falling short of the required standard, TCSL reserves the right to either extend your ILP or terminate your services. You will be confirmed at the end of twelve months from the date of joining TCSL. This confirmation will be communicated to you in writing.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.



4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.



11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/or performance are not found satisfactory at any point in time during your employment, TCSL may terminate your services by giving notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.



15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Diploma certificate and mark sheets of all semesters
- Degree certificate and mark sheets for all semesters
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



Click here or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms

Collabera

Date: 31-Dec-2021

LETTER OF INTENT TO OFFER

Dear Sumit Rajesh Bhawankar,

Consequent to your interview with Collabera, we are pleased to inform that you have been selected as Application Support Engineer and will be joining us on 10-Jan-2022. Your contribution is imperative to assure our sustained success and growth.

Your gross annual remuneration (CTC) will be **Rs 5,50,008 /- Five Lakh Fifty Thousand Eight Rupees**. Please refer to the details of the salary break up in Annexure A.

You are initially appointed to work in **Mumbai** office of our Client **BNP Paribas India Solution Pvt Ltd**

Your employment with our organization will be governed by various policies, rules and guidelines of the organization.

Please note that this selection is contingent upon successful completion of requisite background investigations & pre-employment medical test.

You are requested to complete your joining formalities by submission of all documents as mentioned in Annexure B within 3 working days from the date of receipt of offer otherwise your offer stands cancelled at the discretion of Management.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure B.

Again, welcome! We hope that your career here will be a gratifying one.

Best regards,



Nikhil Doshi
Authorized Signatory

Annexure A

TOTAL REMUNERATION WORKSHEET		
Name: Sumit Rajesh Bhawankar Designation: Application Support Engineer Location: Mumbai		
CONSOLIDATED SALARY, ALLOWANCES, REIMBURSEMENTS AND BENEFITS		
(all figures in Rs.)		
Description	Monthly	Annual
Basic (Basic+DA)	22,000	2,64,000
House Rent Allowance	8,800	1,05,600
Leave Travel Allowance	1,833	21,996
Management Allowance	9,503	1,14,036
GROSS SALARY (A)	42,136	5,05,632
Company's Contribution to PF	2,640	31,680
Gratuity	1,058	12,696
TOTAL DEFERRED BENEFITS (B)	3,698	44,376
TOTAL CTC (A + B) = C	45,834	5,50,008
Note: *Net Take Home Salary is further subject to reduce by an amount equivalent to Professional Tax and TDS (Income Tax on Salary). *An equal amount will be contributed to the Fund by the employee, which will be deducted from Monthly Gross salary of the employee. *Gratuity will be payable as per provisions of Payment of Gratuity Act,1972		



Nikhil Doshi
Authorized Signatory

I Hereby Accept the Offer and Confirm to Join On or Before : 10-Jan-2022
Sumit Rajesh Bhawankar

Annexure B

Sub: Joining Formalities

As part of our joining formalities, you are requested to submit the following documents preferably before your date of joining:

1. Duly filled in enclosed Employment Application.
2. Duly filled in and signed copy of enclosed Confidentiality & Non - Disclosure.
3. Signed copy of your letter of offer.
4. Duly filled in PF Declaration Form.
5. Duly filled in Gratuity nomination Form.
6. Copy of Birth Certificate /Copy of proof of date of birth.
7. Copies of all qualification certificates and mark sheets (semester wise/Consolidated) from S.S.C onwards.
8. Highest Qualification Provisional Certificate and Degree Certificate front side and back side.
9. Copies of experience letters/ Service Certificates from current and previous Employers.
10. For Photo Identity, kindly furnish any one of the following documents:-
 - i. Copy of your passport (ECNR stamp is a must).
 - ii. Copy of valid Indian Driving License.
 - iii. Copy of voter ID Card.
 - iv. Copy of Ration Card
 - v. Copy of Adhar Card.
11. PAN Card
12. Copy of 2 Last month's pay slip.
13. Copy of Relieving letter from your last employer.
14. Medical Certificate as per the attached format.
15. Copy of your resume.
16. Copy of offer Letter from your last employer.
17. Passport size photographs Scan.
18. Signed Collabera Confidentiality Agreement (Hard Copy).

Dated: 9th Feb 2022

OFFER LETTER

To

Mr Rohit Patil,

This has reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of "**Trainee Engineer**" with effect from **15th Feb 2022**. You will be based at our office in **Pune**, India. Your compensation will be **Rs. 3,00,000/- (Rupees Three Lakhs only)** per annum, total cost to the company.

Your appointment letter comprising the detailed terms and conditions of your employment and the salary sheet will be given to you once you formally join us on the Date of Joining mentioned above.

We trust that the information and supporting document you have provided to us are true, based on which you have received this offer for employment. Should there be any discrepancy in the information provided by you, kindly update it before you sign and return the offer letter. We reserve our right to review and revoke this offer of employment, in the event any discrepancy is found in the future.

We request you to carry and submit the required documents with you on the Date of Joining as per the attached Joining Documents Checklist.

For a convenient joining process, the required joining documents should be uploaded and submitted as per the guidelines within 2 days of Offer Acceptance.

All the matters related to your appointment and compensation are strictly confidential and shall be treated as such at all times.

If you agree to all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer by returning the duplicate copy of this letter duly signed by you. If you have received the offer letter through email, please send your acceptance through a reply mail within one day from the date of receipt of the e-mail. If you fail to accept the offer from **AutomationEdge Pvt. Ltd.** within 1 day, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Additionally, if you fail to report for onboarding formalities on the Date of Joining after accepting and signing this offer letter, you shall be liable to pay an amount equivalent to 1 (One) months Gross Salary for the loss that may be suffered by the Company as the Company has incurred cost towards recruitment and had also confirmed the seat for the said position.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

Yours sincerely,
Human Resource Department

AutomationEdge Pvt. Ltd.

I have read and accept the terms and conditions of this offer letter:

Name : _____

Signature : _____

Date : _____

Dated: 9th Feb 2022**OFFER LETTER**

To

Mr Rohit Patil,

This has reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of "**Trainee Engineer**" with effect from **15th Feb 2022**. You will be based at our office in **Pune**, India. Your compensation will be **Rs. 3,00,000/- (Rupees Three Lakhs only)** per annum, total cost to the company.

Your appointment letter comprising the detailed terms and conditions of your employment and the salary sheet will be given to you once you formally join us on the Date of Joining mentioned above.

We trust that the information and supporting document you have provided to us are true, based on which you have received this offer for employment. Should there be any discrepancy in the information provided by you, kindly update it before you sign and return the offer letter. We reserve our right to review and revoke this offer of employment, in the event any discrepancy is found in the future.

We request you to carry and submit the required documents with you on the Date of Joining as per the attached Joining Documents Checklist.

For a convenient joining process, the required joining documents should be uploaded and submitted as per the guidelines within 2 days of Offer Acceptance.

All the matters related to your appointment and compensation are strictly confidential and shall be treated as such at all times.

If you agree to all the above mentioned terms and conditions, we request you to confirm your acceptance of this offer by returning the duplicate copy of this letter duly signed by you. If you have received the offer letter through email, please send your acceptance through a reply mail within one day from the date of receipt of the e-mail. If you fail to accept the offer from **AutomationEdge Pvt. Ltd.** within 1 day, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Additionally, if you fail to report for onboarding formalities on the Date of Joining after accepting and signing this offer letter, you shall be liable to pay an amount equivalent to 1 (One) months Gross Salary for the loss that may be suffered by the Company as the Company has incurred cost towards recruitment and had also confirmed the seat for the said position.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

Yours sincerely,
Human Resource Department

AutomationEdge Pvt. Ltd.

I have read and accept the terms and conditions of this offer letter:

Name : _____
Signature : _____
Date : _____



2018-21

Ref: TCSL/DT20184991971/1219815/Pune

Date: 23-03-2019

MR. KISHOR GANPAT ADHARI
At Shivali Post Utchil Tal Junnar Dist Pune-410502 null,
Shivali, Pune,
Maharashtra-410502.
Tel# 919359557581

Sub: Joining Letter

Dear Mr. Kishor Ganpat Adhari,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **11th April 2019 at Trivandrum**. You are requested to report at the address detailed below on **11th April 2019 at 08:30 AM**.

Tata Consultancy Services Ltd.
Peepul Park, Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.

(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez

Phone: 914716629400

Email Id: paul.f@tcs.com

Contact Hours: Monday - Friday, 9 AM to 6 PM)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

We are confident that with your academic background and experience, you will find yourself very comfortable in an extremely illuminating learning environment and we have no doubt that you will add immense value to your profile at the end of this programme. This would also open a window to the TCSL way of life and would help you to integrate yourself into the TCSL mainstream.

Accommodation would be arranged by TCSL at the ILP Centres and the rent towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail one week before your ILP start date. Travel expenses to the location of ILP will not be reimbursed.



As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

If you remain unauthorizedly absent for a consecutive period of 10 days, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

We would like you to confirm your acceptance of joining this batch by clicking on the 'I Accept' button online. In the event of us not receiving an update, TCSL reserves the right to withdraw the offer. If you fail to join on the date provided in the TCSL Joining letter, the offer dated 25-02-2019 will stand automatically terminated at the discretion of TCSL.

We are sure you are as excited to be a part of this great family, just as we are to have you with us. Together, let us take TCSL to greater heights! Wish you the very best!

With warm regards,

Yours sincerely,

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter

To,
Prof. Poachi
for placement AIP
Internship exam confirmation paper

2018-21



HR/EMPPRF/117/2020

Jan 22, 2020

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Chaitanya Balkrushna Sawant (EMP NO:2369810)** is employed with us from **Jul 18, 2019** till date. He/She is currently designated as **Specialization Trainee**. His/Her current work location is:

Office Address:

Ground Floor to 4th Floor & 7th Floor
Mphasis Limited, SEZ IT PARK
Wing 3, Ground Floor of Wing 2 in Cluster C
Pune - 411014
Maharashtra

This letter is issued on the request of the employee for the purpose of applying for **Higher Education**.

Please Note: This is an electronically generated letter and does not require signature.

2018-21

SM

SHREE MULTISERVICES

DATE: 22/01/2020

TO WHOMSOEVER IT MAY CONCERN

This is certifying that Miss. Hemalata Tatyaso Surve working in our Shree Multiservices Shop as Accountant from 10/06/2019 to till continues.

This is for information please.


Signature

Office Add: Plot No:1522 At Post: Kalewadi Dis: Pune Pin 411011
Email: atulnaik@gmail.com Phone: 9923972396

2018-21

B114 Sector 63, Noida 201301
Uttar Pradesh, India

www.kutumbhrcare.com
info@kutumbhrcare.com
011-24141789



Offer ID: 150248655

Date: 26 Sep 2019

Name: Anil Mah

Fathers Name: Anil

Employee no: 10009102295

Dear Mr./Ms. Anil Mah

Offer/Work assignment letter

We are pleased to appoint you in our organization subject to the following terms and conditions:

- 1) The duration of the contract of employment shall be for the period of commencing from **26 Sep 2019 To 26 Sep 2020** if however, the project work is extended your association with us may be extended for such further period as may be decided by us. Hence, this contract of employment by no means be treated or construed to be of permanent in nature granting there by to you a status of permanent employee of the Company.
- 2) During your employment, you will work for one of our client as **Asst Manager - Library** at location **PUNE** and render service to them. Your employment with us is subject to the terms contained in the letter of engagement that you have executed on (mention date).
- 3) For day-to-day functioning or carrying out responsibilities, in case of any clarifications or guidance you may refer the matter to us for remedial action.
- 4) You shall be bound to follow the working hours of the client.
- 5) Details of your salary break up are contained in this letter.
- 6) You will be entitled for EPF as per existing Provident Funds and Miscellaneous Provisions Act 1952, besides you will be entitled to all other statutory benefits wherever applicable during the contract period.
- 7) Either party can terminate the contract during the existence of the work assignment, as per the terms laid down in the Letter of engagement.
- 8) You shall at no point of time stake any claim or right to claim employment, damage or loss of any sort whatsoever against the client.
- 9) Kindly submit joining documents (alongwith certificate for your actual DOJ from reporting manager/HR) in soft copies within 3 days and Hard copies within 7 days from your date of joining for your salary processing.

We take this opportunity to wish you all the very best in your tenure with Kutumbh HRCare Pvt Ltd

Yours sincerely,

For Kutumbh HRCare Pvt. Ltd.


Authorised Signatory

Please indicate your acceptance of the terms by signing and returning the duplicate copy hereof.

Name: _____

Signature: _____

2018-21



ZEAL EDUCATION SOCIETY

S. M. Katkar
B.A. (Hons), L.L.B.
FOUNDER DIRECTOR

Page No. LHM/11/4950/MS/20, LG-25-3-80 & T-10057, Pune-42. 18-6-08
E. No. 22527, Hingane Road, Shivajinagar, Pune - 411 001
☎ 020-2434 8071 • Tele Fax : 020-2434 0385
E-mail : zeal@zealeducation.com • website : www.zealeducation.com

Ref. ZES/ADT/APP/1971/18-19

Date: 26-10-18

To,
Mr. Abhishek Satish Kale
Address - Anant Nagar, Urus-Islampur
Contact no. - 9168421399 / 9511276582
Email - abhishekkale@gmail.com

Subject: Appointment for the post of Lab Assistant under Earn and Learn scheme

Sir/Madam,

With reference to your application dated 26/10/2018 and subsequent interview on 26/10/2018 before the ZES Earn and Learn Scheme Committee for the post of **Laboratory Assistant in Electrical Engineering** The undersigned is pleased to inform you that you are hereby appointed as **Laboratory Assistant in Electrical Engineering, at Zeal Education Society, Pune** with effect from 29/10/2018. Your appointment is subject to the following terms and conditions of Earn and Learn Scheme:

1. Your appointment is in earn and learn scheme only for the academic year 2018-19 on consolidated 266.67/- per day.
2. Your services will be governed by rules and regulation lay-down by Zeal Education Society's Earn and Learn scheme from time to time.
3. You are entitled for 05 (Five) Casual Leaves with prior intimation to your reporting authority.
4. No ML/EL or any other leave type is applicable for you.
5. As you are Earn and Learn beneficiary, you are not entitled to any PF or ESI or any other government schemes / facilities under the scheme.
6. Your service is transferable to any other position in all Schools/Colleges/Institutions/Industry under ZES.
7. In case of irregularity and negligence of assigned duties from your side, your appointment will be terminated without any prior notice. If you are found absent continuously for more than thirty days without permission, your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the Zeal Education Society.

communications. The student's access to the system will be terminated automatically. If you are aware of any violation of any terms and conditions mentioned above, you will be liable for disciplinary action and punishment decided by the Zee Education Society.

3. Your appointment will be terminated, if you are not able to pay the fee within the time of one month per.

Thank you

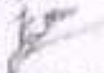


Prof. Jayesh Karkar
Executive Director,
Zee Education Society,
Pune-41

continuing in whole than may have been previously
indicated automatically. If you are under doubt as to validity of any terms and conditions
mentioned above you will be liable for discrepancy and provisions detailed by the Zee
Education Society.

4. Your appointment may be terminated, at any time, by either side, partly by one month's notice
or one month pay.

Thank you.



Prof. Jayesh Kathar
Executive Director,
Zee Education Society,
Pune-41



SOFTZEAL

An ISO 9001:2015 Certified Company

Offer Letter

Date: 05/10/2018

**Mr. Ajay Pawar,
Pune, India.**

Dear Ajay,

Sub: Letter of Appointment

We are pleased to appoint you in our organization as Software Developer, You will be based in our office at pune.

Role / Grade : Software Developer

Date of Joining : 15 - 10 - 2018

You will be paid gross emoluments as detailed in Annexure - A

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure - B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

For SoftZeal Technology Pvt Ltd




**Mr. Mahesh Gawaj
Human Resource Manager**

Softzeal Technology Pvt. Ltd.

Office No.6, Nirmity Heights, Near DCC

Computer Mall, JM Road, Deccan Pune - 411 005

Phone : 020 - 6526 0111, Website : www.softzeal.com



SOFTZEAL

An ISO 9001:2015 Certified Company

Offer Letter

Date: 05/10/2018

**Mr. Ajay Pawar,
Pune, India.**

Dear Ajay,

Sub: Letter of Appointment

We are pleased to appoint you in our organization as Software Developer. You will be based in our office at pune.

Role / Grade	:	Software Developer
Date of Joining	:	15 - 10 - 2018

You will be paid gross emoluments as detailed in Annexure - A

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure - B.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

For SoftZeal Technology Pvt Ltd

**Mr. Mahesh Gawar
Human Resource Manager**

Softzeal Technology Pvt. Ltd.

Office No.6, Nirmiti Heights, Near DCC

Computer Mall, JM Road, Deccan Pune - 411 005

Phone : 020 - 6526 0111, Website : www.softzeal.com



Ref. No.: 16989

13 August, 2019

To,
 Vinayak Ananda Rokade
 Flat No203
 Pushpagandha Apt,
 Sector 5, Sanpada
 Navi Mumbai -

Mumbai Office:

15th Floor, Vishwaroop IT Park,
 Plot No. 34, 35 & 38, Sector 30A, Vashi,
 Navi Mumbai - 400 701, (Maharashtra) India

Subject: Appointment For the post of Customer Service Executive

Dear Vinayak,

With reference to your application and subsequent interview, we are pleased to appoint you as Customer Service Executive w.e.f. 15-July-2019 in our company subject to the approval and acceptance of your required skills for the specific process for which you have been hired. In the event of rejection by the customer, your service will be terminated forthwith without assigning any other reason.

Your appointment shall be on the following terms and conditions:-

1. You shall be on a probation period for six months (extendable further if necessary) and confirmation shall be subject to your performance.
2. your "Maximum Earning Potential" including the variable pay will be Rs. 164,772. Variable payout will be based on your performance. This will be disbursed to you in accordance with the prevailing standard compensation plan of the Company, information on which will be provided to you upon joining the organization.
3. A detailed salary annexure is enclosed for your reference. The above remuneration will be paid after statutory deductions as applicable, (Contribution to Provident fund, ESIC, Tax etc).
4. You will devote your full time to your employment and the duties of the organization and shall abide by the instruction, service rules, leave rules and other applicable rules formulated by the organization from time to time.
5. Your initial place of work will be at Mumbai. You may be assigned any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
6. The appointment is subject to the accuracy of the testimonials and information provided by you and you being free from any legal or contractual restrictions preventing you from accepting this offer or starting work on the above mentioned date.
7. You shall be required to work in a 24X7 environment.
8. You will be required to maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline e.g. insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the organization.

**Driven to
 go further**

www.majorel.com

Tel: +91 022 61878000
 E-mail: info@majorel.biz
 CIN:- U72900DL2000PTC104902

Registered Office:
 215, 2nd Floor, Suneja Tower-II,
 District Centre, Janak Puri, New Delhi- 110058,
 Delhi, India



9. An employee shall be assessed during training on knowledge of the training imparted, in case the performance assessed is not up to the standards set by the client of the organization, the employee shall be required to discontinue the program. At the same time, the appointment with the organization shall be based on the successful completion of training offered by us and passing of all qualifying assessments.
10. During the training program an employee shall not be allowed to take any leaves and the entitled leaves shall be accredited to the account of the employee in the second month of joining.
11. Separation
 - A. During training, an employee is required to serve the notice period of 7 days in writing or 7 days salary in lieu of notice period. Post training, the period of notice on either side shall be 15 days in writing or 15 days salary in lieu during probation period. For confirmed employees, 30 days of written notice or 30 days' salary in lieu shall be applicable.

The company reserves the right to waive off the notice period / adjust Earned Leave balance against notice period/ demand for actual service during the notice period without assigning any reason whatsoever at its sole discretion.

Bertelsmann Marketing Services India Pvt. Ltd reserves the right to terminate your employment without giving any notice period or salary in lieu on grounds of Breach of Contract and Misconduct.

I. "Breach of Contract" includes any attempt to pass on trade secrets to any outsider or to find alternative employment and starting, running or being directly or indirectly involved on or associate with any trade, business or consultancy outside the scope of employment.

II. "Misconduct" includes insubordination or disobedience of any lawful order or instruction, theft, misappropriation or defalcation of any funds or property, being under the influence of drugs or alcohol during working hours, irregular attendance, leave without approval or unauthorized absence, dereliction of duty, incurring excessive debts or doing any act prejudicial or subversive to the discipline of the company.

- B. Upon separation from the company, you will be required to immediately return to the company, all assets and property (including any leased properties) of the company including documents, files, books, papers and memos in your possession or custody.
12. In the event of continuous absence from duty without prior approval/proper authorization for a period of three days consecutively shall amount to abandonment of the job and shall be deemed as resignation from the services of the company without giving proper notice as required in clause 12 (A). This deemed resignation shall be effective from the first day of such unauthorized absence and employee shall be liable to pay the gross salary in lieu of notice period as per clause 12 (A) of this appointment letter.

13. Exclusivity Confidentiality

- A. You agree that you shall perform your duties, as may be assigned to you from time to time, with diligence, devotion and discretion. While in the employment of the Company, you shall:
 - I. Put your best endeavor to defend and promote the business interests of the Company.
 - II. Devote your full time, attention and efforts to serve the Company
 - III. Not directly or indirectly engage or be interested in engagement, practice of any business, profession or vocation, including any activity, which competes with activities of the Company or conflicts with your position in the Company. Since your appointment with the Company is on a full time basis, you shall not take up any assignment, including those in the nature of any business, profession or vocation, without prior written consent of the Company, which consent may be granted at the Company's sole discretion.




- B. Except in the proper course of your employment, or, thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of the organization or information regarding its customers. All information that comes to your knowledge by reasons of your employment with the organization is deemed to be confidential.
- C. You confirm that you have disclosed all of your business interests in the organization - whether or not they are similar to or in conflict with the business (es) or activities of the organization, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between Bertelsmann Marketing Services India Pvt. Ltd and you. Also, you agree to immediately disclose, to the organization any such interest or circumstances which may arise during employment.
- D. Any violation of the above mentioned or any other procedures and policies laid down by the organization would attract action as per the disciplinary policy of the organization.
14. Your services shall be governed by the rules, regulations and policies, which are either framed or amended from time to time or in force for the time being.
15. You shall retire from the service of the organization on attaining the age of 58. You may also be retired earlier if found medically unfit by the organization for calculation of the retirement age.

You are hereby requested to sign the duplicate copy of this appointment letter and return the same.

Congratulations!

Yours Sincerely,

For Bertelsmann Marketing Services India Pvt. Ltd.


Authorized Signatory

Name: Vinayak Ananda Rode

Signature: 

Date: 15/8/19



Compensation & Benefits

	Monthly	Annual
Fixed Components		
Basic	5,800	69,600
HRA	453	5,436
Special Allowance	2,464	29,564
Total Payroll Salary(A)	8,717	104,600
Benefits		
Statutory/ Retiral Benefits		
PF *	696	8,352
Gratuity	279	3,348
Maharashtra Labour Welfare Fund	6	72
ESI	283	3,400
Total(B)	1,264	15,168
Variable Components		
Attendance Allowance	1,750	21,000
Statutory Bonus	1,000	12,000
Incentive	1,000	12,000
Total(C)	3,750	45,000
Total (A+B+C)	13,731	164,772
Grand Total (A+B+C)	13,731	164,772

Yours Sincerely,

For Bertelsmann Marketing Services India Pvt. Ltd.

Authorized Signatory

Name: Vinayak Rotade
Signature: [Handwritten Signature]
Date: 15/8/19